

UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT



TACTICAL AIRCRAFT MAINTENANCE
(General Aircraft- A-10 and U-2)
AFSC 2A3X3J

OSSN: 2384

MAY 2000

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
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2000710 039

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| HQ PACAF/DPAET | 2 | | 2 | | |
| 86 MSS/DPMAT | 3 | | 3 | | |
| HQ AFRC/DPTS | 5 | | 1 | 5 | |
| HQ USAF/ILMM | 1 | | 1 | 1 | |
| 82 TRG/TTs (620 9 TH AVE, STE 1, SHEPPARD AFB TX 76311-2334) | 1 | | 1 | 1 | |
| ANG/LGMM (3500 FETCHET AVE, ANDREWS AFB MD 20331-5157) | 2 | 1 | 1 | 1 | |
| 362 TRS/TRR (613 10 TH AVE, SHEPPARD AFB TX 76311-2352, ATTN: MR JACKSON) | 3 | 1 | 3 | 1 | 1 |

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Tactical Aircraft Maintenance (General Aircraft - A-10 and U-2) career ladder, Air Force Specialty Code (AFSC) 2A3X3J. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant Denise Minerva. Computer programming support was provided by Mr. Tyrone Hill and Ms. Dolores Navarro provided administrative support. Second Lieutenant Andrew K. Hosler analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** AFSC 2A3X3 was surveyed to validate career ladder documents and training programs. Survey results are based on responses from 320 Air Force enlisted members from the AFSC 2A3X3J shred. Study respondents include 246 Active Duty (AD), 57 Air National Guard (ANG), and 17 Air Force Reserve Command (AFRC) personnel, accounting for 19 percent of the total population. The career field returned 81 percent of the AD surveys mailed and 55 percent of all surveys.
2. **Specialty Jobs:** Three clusters (each containing at least two separate jobs) and 7 specialty jobs were identified, accounting for 85 percent of the survey sample. The clusters and jobs include: Core Crew Chief Job, Repair and Reclamation Job, Transient Alert Job, Maintenance Coordinator Job, Quality Assurance Job, Support Cluster, Training Cluster, Technical School Instructor Job, Mobility NCO Job, and Supervisor/Manager Cluster. ANG and AFRC members perform similarly to AD airmen and are included in many technically-oriented clusters and jobs.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical. Personnel follow the basic path from entry-level technicians to 5-skill level journeymen. As airmen reach the 7-skill level, they generally become NCOICs or supervisors and accept a more supervisory or management role. ANG and AFRC respondents remain much more technically-oriented than their AD counterparts.
4. **Training Analysis:** The current POIs (Fundamentals, "Hot A-10," "Cold A-10," and "Hot U-2") are generally supported by survey percent member performing data, though a technical school review could improve the documents. The STS contains several entries that are not supported. Many tasks not referenced to the STS or POI should be reviewed by training personnel and considered for addition as a performance-coded element.
5. **Job Satisfaction:** Job satisfaction among AFSC 2A3X3J personnel is good overall, however, reenlistment intention problems should be addressed. Overall job satisfaction compares favorably to ratings from both a comparative sample of career fields surveyed in 1999 and the 1997 AFSC 2A3X3 study. First- and second-enlistment airmen show very low intentions to reenlist which could create manning and experience problems for the career field in the future. ANG and AFRC personnel display very high job satisfaction ratings.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by members of this career ladder. ANG and AFRC airmen perform more technical tasks on average than their AD counterparts at advanced skill levels. The STS and POIs contain entries that lack survey percent members performing data support. Reenlistment intentions should be addressed by career field personnel to ensure a strong future for the career field.

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**OCCUPATIONAL SURVEY REPORT (OSR)
TACTICAL AIRCRAFT MAINTENANCE (GENERAL)
(AFSC 2A3X3J)**

INTRODUCTION

This is an Occupational Survey Report (OSR) of the Air Force Specialty Code (AFSC) 2A3X3J, Tactical Aircraft Maintenance (General) career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. Data will also be used to aid in writing specialty knowledge tests for the career field. The last OSR published for the Tactical Aircraft Maintenance career ladder was January 1997.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1999, *Specialty Description* (last changed 30 April 1999), Tactical Aircraft Maintenance personnel maintain tactical aircraft, support equipment, and forms and records. Personnel also perform and supervise flight chief, expeditor, crew chief, repair and reclamation, quality assurance, and maintenance support functions.

Personnel must meet special requirements to enter the career field. Personnel must have an ASVAB Mechanical score of at least 44. The career field lists a strength factor of "L" which indicates the need to lift 80 pounds. High school completion is desirable as are courses in physics, pneumdraulics, and electronics. Personnel must have normal color vision as defined in AFI 48-123, *Medical Examination and Standards*. Members entering the career field must also complete a series of basic aircraft maintenance courses including fundamentals and hands-on training to earn the 3-skill level E- or H- suffix designation. The E- and H-suffix designation is discarded for the combined J-suffix at the 5-skill level.

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SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by all AFSC 2A3X3, Tactical Aircraft Maintenance personnel including shreds A, B, E, H, and J. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2384, dated July 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 53 subject-matter experts (SMEs) at the following training locations and operational installations:

| <u>BASE</u> | <u>UNIT VISITED</u> |
|--------------------------------------|--|
| Sheppard AFB TX | 362 TRS |
| Holloman AFB NM | 7 FS, 8 FS, 9 FS, 49 LG, 49 MXS, 49 OG, 372 TRS |
| Indian Springs AF Auxiliary Field NV | 11 RS |
| Beale AFB CA | 99 RS |
| Seymour-Johnson AFB NC | 4 EMS, 4 OG, 333 FS, 334 FS, 336 FS |
| Davis-Monthan AFB AZ | 354 FS, 357 FS, 368 FS |
| Luke AFB AZ | 21 FS, 61 FS, 62 FS, 63 FS, 309 FS, 310 FS |
| New Orleans NAS JRB LA | 159 AGS, 159 CRB |

The resulting JI contains a comprehensive listing of 875 tasks grouped under 15 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, and organizational level. Additional background questions included the schedule worked, hours worked, aircraft type and aircraft engines, support equipment used, and maintenance materials or tools used. Furthermore, questions were included to determine additional duties and hours performing additional duties, as well as length and number of deployments.

Survey Administration

From July - November 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A3X3 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent. This J-shred report is part of a 3-part series of AFSC 2A3X3 occupational survey reports.

Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A3X3J personnel as of July 1999. Because of the large number of personnel in the 2A3X3 career field, a decision was made to survey approximately 40 percent of the career field. While 55 percent of the mailed surveys were returned including 81 percent of AD surveys mailed, the 320 respondents in the final J-shred sample represent 19 percent of the total assigned personnel. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1
DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

| DAFSC | PERCENT OF ASSIGNED* | PERCENT OF SAMPLE |
|--------|----------------------|-------------------|
| 2A353J | 60 | 60 |
| 2A373J | 40 | 40 |

TOTAL ASSIGNED TO J-SHRED* = 1,692

TOTAL AD ASSIGNED TO J-SHRED* = 1,152

TOTAL IN J-SHRED SURVEY SAMPLE = 320

TOTAL AD IN J-SHRED SAMPLE = 246

PERCENT OF ASSIGNED IN J-SHRED SAMPLE = 19%

PERCENT OF AFSC 2A3X3 SURVEY DISKS RETURNED = 81%

* Assigned strength as of July 1999

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2
PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

| PAYGRADE | PERCENT OF ASSIGNED | PERCENT OF SAMPLE |
|-----------|---------------------|-------------------|
| E-1 – E-3 | 2 | 3 |
| E-4 | 20 | 20 |
| E-5 | 36 | 35 |
| E-6 | 24 | 23 |
| E-7 | 18 | 19 |
| COMMAND | PERCENT OF ASSIGNED | PERCENT OF SAMPLE |
| ACC | 43 | 45 |
| AETC | 4 | 8 |
| PACAF | 13 | 13 |
| USAFE | 5 | 7 |
| AFMC | 2 | 3 |
| ANG | 19 | 18 |
| AFRC | 13 | 5 |
| Other* | 1 | 1 |

* Other - refers to other AD MAJCOMs and various agencies

As can be seen from Tables 1 and 2, the DAFSC, paygrade, and Major Command distributions of the J-shred survey sample are reasonably close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for the career ladder.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A3X3 personnel (generally E-6 or E-7 craftsmen) also completed a second diskette for either training emphasis (TE) or task difficulty (TD). These diskettes were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Members from all shreds (A, B, and J) were administered the TE and TD surveys with the intent of separating survey returns. Both shredded (separate J-shred analysis) and non-shredded (combined A-, B-, and J-shred analysis) TE and TD analyses were accomplished and results indicated that the non-shredded analyses showed better interrater agreement. Therefore, all TE and TD numbers referenced in this report and the associated extracts include ratings from members of all shreds.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 196 senior NCOs who completed a TE diskette were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 0 (not important to train) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), Formal On-the-Job-Training (OJT), or any other organized training method. The interrater agreement for these 196 raters, representing all shreds of the career field, was acceptable. Personnel generally agreed on which tasks should be rated highest in training importance. The average TE rating was 2.34, with a standard deviation of 1.52. These numbers mean that any task with a final TE rating of 3.86 or greater is considered to have a high TE and is important to train.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. A total of 182 senior NCOs completed TD diskettes. Those raters were asked to rate the difficulty of each task using a 9-point scale (extremely easy to extremely difficult to learn). Interrater reliability was acceptable. Respondents generally agreed upon the difficulty to learn the tasks. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, four clusters and six independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2A3X3J personnel.

A listing of the clusters and jobs is provided below. The clusters are shown with their respective jobs as lettered points. The group (GP) number shown beside each title references computer-printed information; the letter "N" indicates the number of personnel in each group.

- I. CORE CREW CHIEF JOB (GP442, N=150)
- II. REPAIR AND RECLAMATION JOB (GP445, N=24)
- III. TRANSIENT ALERT JOB (GP460, N=8)
- IV. MAINTENANCE COORDINATOR JOB (GP466, N=5)
- V. QUALITY ASSURANCE JOB (GP457, N=12)
- VI. SUPPORT CLUSTER (GP519, N=12)
 - A. HAZMAT JOB (GP522, N=2)
 - B. EQUIPMENT CUSTODIAN JOB (GP528, N=7)
 - C. SUPPORT SECTION SUPERVISOR JOB (GP525, N=2)
- VII. TRAINING CLUSTER (GP448, N=11)
 - A. INSTRUCTORS JOB (GP451, N=2)
 - B. ON-THE-JOB TRAINING (OJT) JOB (GP454, N=9)

VIII. TECHNICAL SCHOOL INSTRUCTOR JOB (GP463, N=11)

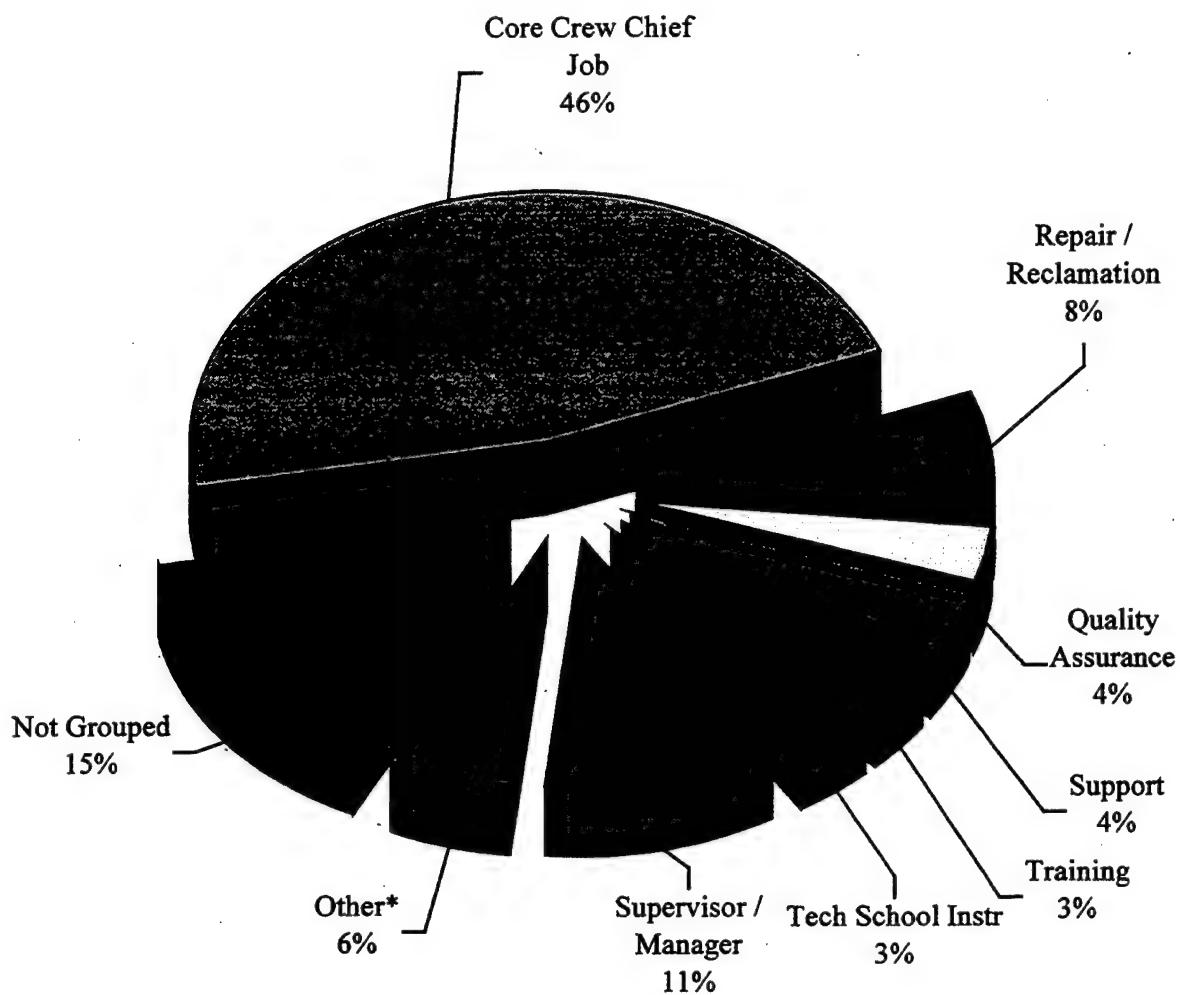
IX. MOBILITY NCO JOB (GP516, N=5)

X. SUPERVISOR/MANAGER CLUSTER (GP478, N=34)

- A. PRODUCTION MANAGER JOB (GP481, N=10)
- B. CAMS MANAGEMENT JOB (GP504, N=3)
- C. SECTION/FLIGHT CHIEF JOB (GP507; N=19)

The respondents forming the clusters and jobs account for 85 percent of the J-shred survey sample. The remaining 15 percent of the surveyed personnel were not grouped similar to other personnel. Job titles for those personnel not grouped include Aircraft Battle Damage, End of Runway Supervisor, and CDC Writer among others.

AFSC 2A3X3J CAREER LADDER SPECIALTY JOBS
(N = 320)



*Other includes *Transient Alert*, *Mobility NCO*, and *Maintenance Coordinator Jobs*. Each represents less than 3 percent of the sample.

FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of the specialty clusters and jobs. Selected background data for the clusters and jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. CORE CREW CHIEF JOB (GP442). This job is the core technical job in the career field sample. The job contains 150 airmen, accounting for 46 percent of the J-shred sample. Core Crew Chief members perform an average of 316 tasks, highest among all jobs and clusters, displaying their aircraft maintenance generalist characteristic. These airmen are often dedicated crew chiefs or assistant dedicated crew chiefs and assigned to maintain and inspect one aircraft. Members of the job spend much of their time (22 percent) Performing Aircraft Ground Handling or Servicing Activities which is designated as Duty B. Duty A, Performing General Airframe or Aircraft Maintenance Activities, accounts for 19 percent of their time and Duty C, Maintaining Landing Gear Systems accounts for another 12 percent (see Table 3). Tasks representative of the job include:

- Inspect landing gear shock struts
- Remove or install aircraft hardware, such as screws or fasteners
- Inspect areas for foreign object damage
- Perform brake operator or wing, tail, or chalk walker operations
- Inspect aircraft tires
- Marshall aircraft
- Inspect rudders

Seventy percent of the members of the job are AD members, while the remaining 30 percent are split between the Air National Guard (ANG) with 25 percent and Air Force Reserve Command (AFRC) with 5 percent of the membership. Seventy-five percent of the members perform in the 5-skill level with the remainder in the 7-skill level. Paygrades are representative of their technical nature; the greatest proportion of the job (44 percent) hold the paygrade E-5, 25 percent are E-4s, and 19 percent are E-6s. The AD members average 10 years total active federal military service (TAFMS). As with most jobs in the career field, ACC personnel account for the majority of the population with 41 percent representation, though PACAF also has substantial representation comprising 17 percent. Fifty-six percent are supervisors (see Table 4).

II. REPAIR AND RECLAMATION JOB (GP445). The Repair and Reclamation Job is comprised of individuals performing another technical maintenance job. These 24 members, representing 8 percent of the survey sample, work in crash recovery and return aircraft to flight capable. They perform an average of 177 tasks. Thirty-six percent of the job's time is spent on Duty E, Maintaining Flight Control Systems. Another top duty is Duty B, Performing Ground Handling or Servicing Activities comprising 15 percent of their time (see Table 3). Some of the tasks best representative of these airmen include:

- Operationally check flight control trim systems
- Perform maintenance flight control checks
- Operationally check speed brakes or decelerons
- Measure flight control surface travel
- Operationally check aileron, flaperon, or elevon systems
- Rig flight control cables, cable components, or rods
- Remove or install elevators

AD representation comprises 63 percent of the job. The 29 percent ANG figure found in this job represents one of the highest concentrations of ANG personnel in the career field sample. AFRC members account for 8 percent of the job. ACC members account for 42 percent of the job, while USAFE and AETC airmen comprise 13 percent and 8 percent, respectively. Most (79 percent) airmen in the job perform at the 5-skill level, while 7-skill level members comprise 21 percent of the survey. Paygrade distribution corresponds to the skill level distribution; E-5 members account for 54 percent of the job, E-6 members account for 25 percent and E-4 members fill 13 percent of the positions. These airmen average almost 10 years TAFMS. Thirty-seven percent of the airmen in the group indicate they supervise others (see Table 4).

III. TRANSIENT ALERT JOB (GP460). Another technical maintenance job identified within the career field is the Transient Alert Job. It represents about 2 percent of the career field sample with 8 people. These airmen perform an average of 105 tasks. Their time is spent, largely, with tasks in Duty B, Performing Aircraft Ground Handling or Servicing Activities. Duty B accounts for 48 percent of their time, while Duty A, Performing General Airframe or Aircraft Maintenance Activities accounts for another 14 percent (see Table 3). Though crew chiefs by nature, these airmen are responsible for maintenance on a variety of aircraft that visit their base to include aircraft from other services and other nations. Distinctive tasks performed by job members include:

- Marshal aircraft
- Fuel aircraft using single-point methods
- Service aircraft with LOX
- Perform aircraft launch checklist procedures
- Perform powered AGE pre-use inspection
- Service engine oil servicing carts
- Apply or remove aircraft external bleed-air

This group includes AD (88 percent) and ANG (12 percent) personnel, though ACC dominates the representation with 63 percent of the job. Most of the members (88 percent) perform at the 5-skill level, however, a 7-skill level member (12 percent) is represented. Paygrade distribution shows 50 percent of the members are E-5 and E-4 personnel account for 38 percent of the job. AD members of the job average 9 years TAFMS. Fifty percent of the respondents are supervisors (see Table 4).

IV. MAINTENANCE COORDINATOR JOB (GP466). The Maintenance Coordinator Job only contains 5 airmen, but provides another vital service for the career field. Within the 15 tasks performed on average by these members, proper maintenance is controlled for each aircraft and piece of equipment. Nearly half of their time (47 percent) is spent Performing Maintenance Management Activities, designated as Duty J. Because of their managerial role, another 19 percent of their time is spent on tasks of Duty L, Performing Management and Supervisory Activities (see Table 3). Some tasks that best represent this cluster are:

- Retrieve CAMS listings or reports
- Maintain records in CAMS
- Verify accuracy of CAMS daily inputs
- Review TO changes
- Review aircraft flight or maintenance records, such as AFTO Forms 781-series
- Correct CAMS errors noted during daily verification process
- Adjust daily maintenance plans to meet operation commitments

Sixty percent of the members of this cluster are AD, with 40 percent in ACC and 20 percent in AMC. The remaining 40 percent (2 airman) comes from the ANG. Sixty percent of the airmen work at the 7-skill level while the remaining 40 percent are in the 5-skill level. Active Duty airmen average 14 years TAFMS, experience corresponding to a shift towards maintenance management. The paygrade distribution includes 40 percent at both the E-5 and E-7 paygrades with 20 percent being E-6s. Sixty percent of the members are supervisors (see Table 4).

V. QUALITY ASSURANCE JOB (GP457). Twelve airmen, 4 percent of the survey sample, form this group and perform a fairly specialized job. The 135 tasks performed on average by these members include inspecting the quality of work performed by maintainers. Their duty time is split among several duty titles. Fifteen percent of their time is spent on both Duty A, Performing General Airframe or Aircraft Maintenance Activities, and Duty L, Performing Management and Supervisory Activities. Duty G, Performing General Engine Maintenance Activities, accounts for 13 percent of their time (see Table 3). The top differentiating tasks appear below:

- Inspect flight control components
- Inspect areas for foreign object damage
- Inspect stabilizers
- Inspect rudders
- Inspect landing gear shock struts
- Inspect vertical stab leading edges
- Inspect landing gear hydraulic system components

Though 84 percent of the members are AD (50 percent from AETC), 8 percent are also in each the ANG and AFRC. Experience is evident as 83 percent of the members perform at the 7-skill level. The most common paygrades are E-6 and E-7, each accounting for 42 percent.

Airmen in this job average about 16.5 years TAFMS and 42 percent are supervisors (see Table 4).

VI. SUPPORT CLUSTER (GP519). Twelve members (4 percent of the survey), performing an average of only 34 tasks, comprise this cluster. These members are responsible for the maintaining and control of the equipment utilized by the career field as well as HAZMAT responsibilities. Three jobs, which will be explained later, were identified within the cluster. These personnel spend 29 percent of their time on their top duty, Duty L, Performing Management and Supervisory Activities, and another 28 percent on Duty O, Performing General Supply and Equipment Activities (see Table 3). Some tasks that best represent this job include:

- Inventory equipment, tools, parts, or supplies
- Maintain tool cribs
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Maintain equipment control listings
- Establish procedures for accountability of equipment, tools, parts, or supplies
- Dispose of liquid hazardous waste
- Maintain initial HAZMAT accumulation points

The entire Support Cluster identified in the J-shred sample is performed by AD members. ACC members account for 75 percent, while PACAF and USAFE airmen are also represented. Skill level distribution shows a high percentage of 5-skill level members (67 percent) performing the job, while another 33 percent are 7-skill level respondents. Fifty percent of the incumbents hold the E-5 paygrade and 33 percent are E-7s. Incumbents average nearly 16 years TAFMS and 58 percent of the respondents have supervisory responsibilities (see Table 4).

The first job identified within the cluster is the HAZMAT JOB. Personnel are responsible for all aspects of the HAZMAT programs within their respective units. Among the top tasks performed by members of the job are:

- Maintain initial HAZMAT accumulation reports
- Dispose of solid hazardous waste
- Complete or maintain HAZMAT files

Another job identified within the cluster is the EQUIPMENT CUSTODIAN JOB. These members control and maintain the tools and equipment used by other members of the career field. Some of the top differentiating tasks performed by these members include:

- Maintain tool cribs
- Inventory equipment, tools, parts, or supplies
- Maintain equipment control listings

The final job identified within the cluster is the SUPPORT SECTION SUPERVISOR JOB. As the name suggests, these members lead the support section including members from the HAZMAT and Equipment Custodian Jobs. These airmen are the most senior of the cluster. Top differentiating tasks include:

- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Counsel subordinates concerning personal matters

VII. TRAINING CLUSTER (GP448). The 11 respondents forming this cluster were identified due to the high percentage of time spent on training, though not necessarily at the technical training school. They average 180 tasks performed, a high number which signals the performance of a technical job as well as training responsibilities. The two jobs identified within the cluster will be discussed later. Twenty percent of their time is spent on Duty L, Performing Management and Supervisory Activities displaying a more experienced group of personnel than typical technicians. Another 19 percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities (see Table 3). Some of the tasks that best represent this cluster are:

- Counsel trainees on training progress
- Evaluate progress of trainees
- Determine training requirements
- Inspect aircraft tires
- Inspect personnel for compliance with military standards
- Maintain training records or files
- Perform safe-for-maintenance inspections

Eighty-two percent of the cluster is AD personnel, 73 percent of whom are in ACC. The skill level distribution is split almost evenly between the 5- and 7-skill level with 55 percent performing at the 7-skill level. The predominant paygrades are E-5 and E-7, which each contain 36 percent of the members. Airmen in the cluster average 14.5 years TAFMS, and 82 percent of the incumbents are supervisors (see Table 4).

The first of two jobs identified within the cluster is the INSTRUCTORS JOB. Members of the job work at field training detachments and instruct students through hands-on training. Some of the tasks which separate these members from other members of the cluster include:

- Conduct formal course classroom training
- Personalize lesson plans
- Administer or score tests

The second job of the Training Cluster is the OJT JOB, referring to On-the-Job Training. Incumbents of this job work at operational units and maintain training records for members of

the unit as a secondary duty. These members qualify junior personnel on certain aspects of maintenance. Some of the tasks which differentiate these members from the Instructors include:

- Perform powered and non-powered pre-use inspections
- Counsel trainees on training progress
- Schedule CAMS training

VIII. TECHNICAL SCHOOL INSTRUCTOR JOB (GP463). Eleven AD survey respondents grouped into this job. Members perform an average of 46 tasks and are technical school instructors for members of the career field. Their time is focused on training duties; Duty M, Performing Training Activities accounts for 44 percent of their time, though 15 percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities. (see Table 3). Some of the tasks that best represent the job performed by these airmen are:

- Evaluate progress of trainees
- Counsel trainees on training progress
- Administer or score tests
- Conduct formal course classroom training
- Personalize lesson plans
- Conduct training certifications
- Maintain training records or files

Ninety-one percent of these AD members work for AETC. Members average 11 years TAFMS. Seventy-three percent are 5-skill level performers, while the remaining 27 percent are 7-skill level members. Members are dispersed throughout the mid-level paygrades: Thirty-six percent come from each of the E-4 and E-6 paygrades, while 18 percent are E-5 respondents. Forty-five percent of the members supervise at least one person (see Table 4).

IX. MOBILITY NCO JOB (GP516). The career field also contains a group of personnel who focus on mobility. These 5 members, representing about 2 percent of the sample, work to ensure mobility plans will be executed properly. These airmen spend 38 percent of their time in Duty K, Performing Mobility and Contingency Activities, and another 35 percent of their time in Duty L, Performing Management and Supervisory Activities (see Table 3). They perform an average of 58 tasks. Some of their top tasks include:

- Coordinate mobility or contingency requirements with appropriate agencies
- Review mobility, contingency, disaster preparedness, or unit emergency or alert plans
- Assign personnel to mobility or contingency positions
- Brief deploying personnel
- Participate in mobility exercise planning meetings
- Conduct contingency operation / mobility planning and execution system programs
- Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans

These personnel are all AD members and 60 percent are in ACC. With the war time importance of the job, experienced career field personnel comprise the job. Eighty percent of the members perform in the 7-skill level: Eighty percent of the members also hold the E-7 paygrade. Their experience is further displayed by their average TAFMS of 19.5 years. Eighty percent of the incumbents supervise at least one person (see Table 4).

X. SUPERVISOR/MANAGER CLUSTER (GP478). A large group of supervisors were identified within this career field. Eleven percent of the J-shred survey (34 people) comprise the Supervisor/Manager Cluster. These members include typical Air Force supervisors and managers. Within the cluster, three jobs were identified which slightly separate the members. These three jobs will be discussed later. The Supervisor/Managers perform an average of 68 tasks. Much of their time (45 percent) is spent performing tasks of Duty L, Performing Management and Supervisory Activities. Ten percent of their time is also spent on Duty J, Performing Maintenance Management Activities. (see Table 3). Their top tasks include:

- Write recommendations for awards or decorations
- Determine or establish work assignments or priorities
- Counsel subordinates concerning personal matters
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Interpret policies, directives, or procedures for subordinates
- Write or indorse military performance reports

Supervisor/Managers were identified from all Air Force components, though the ANG and AFRC comprise only 9 and 6 percent of the cluster, respectively. Fifty-three percent of the cluster comes from ACC, but PACAF (15 percent) and USAFE (11 percent) also have good representation. These members are among the most experienced in the career field. Their skill level distribution shows that 88 percent of the members are performing at the 7-skill level, while the remaining 12 percent are performing in the 5-skill level. Personnel also hold advanced paygrades: 68 percent E-7 and 26 percent E-6. AD members average more than 18 years TAFMS and 8 percent supervise at least one other person (see Table 4).

This final cluster contains a variety of flight chiefs, supervisors, and managers. Three particular jobs were identified within the cluster, PRODUCTION MANAGER JOB, CAMS MANAGEMENT JOB, and SECTION/FLIGHT CHIEF JOB. The first of these, the Production Manager Job is comprised of airmen who perform a job often referred to as Production Control. These members are responsible for aircraft maintenance production. These members are part of flight line maintenance, ensuring the job is accomplished. Some of their top tasks include:

- Determine or establish work assignments or priorities
- Adjust workload requirements
- Adjust daily maintenance plans to meet operation commitments

The second job identified is the CAMS Management Job which is comprised of members who perform similar to Maintenance Coordinators though much more senior. The members hold an advanced maintenance management role in the career field. Members typically work in the maintenance operations control section. Some of the top tasks performed by these respondents are listed below:

- Verify accuracy of CAMS daily inputs
- Coordinate aircraft maintenance or launch and recovery times with flight crews
- Track equipment maintenance discrepancies in CAMS

The final job identified in the Supervisor Cluster is the Section/Flight Chief Job. These members are the typical Air Force supervisors that are responsible to their airmen in all facets of military life. Some of the top tasks performed by these members are below:

- Write or endorse military performance reports
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions

Comparison to Previous Study

Table 5 lists the clusters and jobs identified in this report and compares them to the jobs of the 1997 OSR. Only slight differences arise. Some of the names were changed in an attempt to better capture the differentiating attributes of particular jobs. Also the current OSR does not include a Wheel and Tire Job. These members did not differentiate themselves by their responses to the survey and may have grouped into the Core Crew Chief Job. The slight differences in jobs and clusters reported do not reflect a substantial change of specialization within the career field.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

| <u>DUTIES</u> | Core Crew Chief Job (GP442) (N=150) | Repair & Reclaim Job (GP445) (N=24) | Transient Alert Job (GP460) (N=8) | Maint Coordinator Job (GP466) (N=5) | Quality Assurance Job (GP457) (N=12) |
|---|---|---|---|---|--|
| A Performing General Airframe or Aircraft Maintenance Activities | 19 | 14 | 14 | 7 | 15 |
| B Performing Aircraft Ground Handling or Servicing Activities | 22 | 15 | 48 | * | 5 |
| C Maintaining Landing Gear Systems | 12 | 14 | 3 | 0 | 10 |
| D Maintaining Utility Systems | 5 | 0 | 1 | 0 | 7 |
| E Maintaining Flight Control Systems | 11 | 36 | 2 | * | 6 |
| F Maintaining Hydraulic or Pneumatic Systems | 5 | * | 0 | 0 | 2 |
| G Performing General Engine Maintenance Activities | 9 | 3 | 5 | * | 13 |
| H Maintaining Fuel Systems | 2 | 0 | 1 | 0 | 2 |
| I Maintaining Electrical Systems | 5 | 1 | 1 | 0 | 5 |
| J Performing Maintenance Management Activities | 3 | 3 | 4 | 47 | 4 |
| K Performing Mobility and Contingency Activities | 1 | 2 | 1 | 5 | 2 |
| L Performing Management and Supervisory Activities | 3 | 4 | 8 | 19 | 15 |
| M Performing Training Activities | 1 | 3 | 4 | 4 | 4 |
| N Performing General Administrative and Technical Order System Activities | 1 | * | 1 | 6 | 6 |
| O Performing General Supply and Equipment Activities | 1 | 4 | 7 | 10 | 4 |

O Performing General Supply and Equipment Activities
 * less than 1 percent performing

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

| DUTIES | Support Cluster (GP519) (N=12) | Training Cluster (GP448) (N=11) | Tech School Instructor Job (GP463) (N=11) | Mobility NCO Job (GP516) (N=5) | Supervisor/ Manager Cluster (GP478) (N=34) |
|---|--------------------------------|---------------------------------|---|--------------------------------|--|
| A Performing General Airframe or Aircraft Maintenance Activities | 21 | 11 | 10 | 1 | 8 |
| B Performing Aircraft Ground Handling or Servicing Activities | 8 | 19 | 15 | 0 | 3 |
| C Maintaining Landing Gear Systems | 0 | 5 | 4 | 0 | 1 |
| D Maintaining Utility Systems | 0 | 2 | 1 | 0 | * |
| E Maintaining Flight Control Systems | 0 | 4 | 1 | 0 | 1 |
| F Maintaining Hydraulic or Pneumatic Systems | 0 | 1 | 1 | 0 | 0 |
| G Performing General Engine Maintenance Activities | 0 | 4 | 1 | 0 | 1 |
| H Maintaining Fuel Systems | 0 | 1 | 0 | 0 | 0 |
| I Maintaining Electrical Systems | 0 | 2 | 1 | 0 | * |
| J Performing Maintenance Management Activities | 1 | 8 | 3 | 3 | 10 |
| K Performing Mobility and Contingency Activities | 7 | 3 | 1 | 38 | 6 |
| L Performing Management and Supervisory Activities | 29 | 20 | 14 | 35 | 45 |
| M Performing Training Activities | 2 | 11 | 44 | 3 | 8 |
| N Performing General Administrative and Technical Order System Activities | 4 | 3 | 2 | 18 | 6 |
| O Performing General Supply and Equipment Activities | 28 | 6 | 2 | 2 | 9 |

* less than 1 percent performing

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

| | Core Crew Chief Job (GP442) (N=150) | Repair & Reclaim Job (GP445) (N=24) | Transient Alert Job (GP460) (N=8) | Maint Coordinator Job (GP466) (N=5) | Quality Assurance Job (GP457) (N=12) |
|-----------------------------------|---|---|---|---|--|
| PERCENT OF SAMPLE | 46 | 8 | 2 | 2 | 4 |
| PERCENT IN CONUS | 74 | 83 | 50 | 100 | 83 |
| DAFSC DISTRIBUTION: | | | | | |
| 2A353J | 75 | 79 | 88 | 40 | 17 |
| 2A373J | 25 | 21 | 12 | 60 | 83 |
| COMPONENT STATUS: | | | | | |
| ACTIVE DUTY TOTAL | 70 | 63 | 88 | 60 | 84 |
| ACC | 41 | 42 | 63 | 40 | 34 |
| AETC | 4 | 8 | 0 | 0 | 50 |
| PACAF | 17 | 0 | 13 | 0 | 0 |
| USAFE | 6 | 13 | 0 | 0 | 0 |
| AFMC | 2 | 0 | 0 | 0 | 0 |
| AMC | 0 | 0 | 12 | 20 | 0 |
| AIR NATIONAL GUARD | 25 | 29 | 12 | 40 | 8 |
| AIR FORCE RESERVE COMMAND | 5 | 8 | 0 | 0 | 8 |
| PAYGRADE DISTRIBUTION: | | | | | |
| E-1 - E-3 | 5 | 8 | 0 | 0 | 0 |
| E-4 | 25 | 13 | 38 | 0 | 0 |
| E-5 | 44 | 54 | 50 | 40 | 16 |
| E-6 | 19 | 25 | 0 | 20 | 42 |
| E-7 | 7 | 0 | 12 | 40 | 42 |
| E-8 | 0 | 0 | 0 | 0 | 0 |
| AVERAGE MONTHS TAFMS ** | 120 | 119 | 110 | 166 | 200 |
| PERCENT SUPERVISING | 56 | 37 | 50 | 60 | 42 |
| AVERAGE NUMBER OF TASKS PERFORMED | 316 | 177 | 105 | 15 | 135 |

*Less than one

**Active Duty Only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

| | Support Cluster (GP519) (N=12) | Training Cluster (GP448) (N=11) | Tech School Instructor Job (GP463) (N=11) | Mobility NCO Job (GP516) (N=5) | Supervisor/ Manager Cluster (GP478) (N=34) |
|--|--------------------------------|---------------------------------|---|--------------------------------|--|
| PERCENT OF SAMPLE PERCENT IN CONUS | 4 75 | 3 64 | 3 100 | 2 100 | 11 65 |
| DAFSC DISTRIBUTION: | | | | | |
| 2A353A | 67 | 45 | 73 | 20 | 12 |
| 2A373A | 33 | 55 | 27 | 80 | 88 |
| COMPONENT STATUS: ACTIVE DUTY TOTAL | | | | | |
| ACC | 100 75 | 82 73 | 100 9 | 100 60 | 85 53 |
| AETC | 0 | 0 | 91 | 0 | 0 |
| PACAF | 8 | 9 | 0 | 0 | 15 |
| USAFE | 17 | 0 | 0 | 0 | 11 |
| AFMC | 0 | 0 | 0 | 40 | 0 |
| AMC | 0 | 0 | 0 | 0 | 3 |
| AFSPC | 0 | 0 | 0 | 0 | 3 |
| AIR NATIONAL GUARD | 0 | 18 | 0 | 0 | 9 |
| AIR FORCE RESERVE COMMAND | 0 | 0 | 0 | 0 | 6 |
| PAYGRADE DISTRIBUTION: | | | | | |
| E-1 - E-3 | 0 | 0 | 0 | 0 | 0 |
| E-4 | 17 | 0 | 36 | 0 | 0 |
| E-5 | 50 | 36 | 18 | 20 | 6 |
| E-6 | 0 | 28 | 36 | 0 | 26 |
| E-7 | 33 | 36 | 10 | 80 | 68 |
| E-8 | 0 | 0 | 0 | 0 | 0 |
| AVERAGE MONTHS TAFMS ** | 190 | 176 | 132 | 235 | 219 |
| PERCENT SUPERVISING | 58 | 82 | 45 | 80 | 88 |
| AVERAGE NUMBER OF TASKS PERFORMED | 34 | 180 | 46 | 58 | 68 |

*Less than one **Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 STUDIES

CURRENT J-SHRED SAMPLE
(N=320)1997 STUDY (Included A-J Shreds)
(N=4,547)

| | |
|---------------------------------------|-------------------------------------|
| I. Core Crew Chief Job | Crew Chief / Mechanic |
| II. Repair and Reclamation Job | Repair and Reclamation |
| III. Transient Alert | Transient Alert |
| IV. Maintenance Coordinator Cluster | Maintenance Operations Control |
| V. Quality Assurance Job | Quality Assurance |
| VI. Support Cluster | Support |
| VII. Training Cluster | Formal Instructor |
| VIII. Technical School Instructor Job | Mission Ready Technician Instructor |
| IX. Mobility NCO Job | Mobility |
| X. Supervisor/Manager Cluster | Supervisor |
| <i>No Similar Job Identified</i> | Wheel and Tire |

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

A variety of tables are included in this section to help explain the progression. Note that there are no 3-skill level members represented because few 3-skill level E- and H-shred surveys were returned. A generally typical pattern of progression is noted within the AFSC 2A3X3J career ladder. Airmen enter the career field performing technical tasks associated with the career field, typically in the Core Crew Chief Job. As personnel gain experience and advance skill levels, they are given more responsibilities and have a more supervisory and managerial role.

Skill-Level Descriptions

Skill-level data must be analyzed from many angles to accurately show the progression through the career ladder. Within the study, AD, AFRC, and ANG personnel are represented at 5- and 7-skill levels. With only two skill levels, trends are difficult to discern in analysis, however, a progression is evident. Many tables have been included to present the skill-level data. To make the next sections easier to understand, the tables are presented in an orderly way. There is an analysis of all personnel (AD, ANG, and AFRC) in the sample sorted by skill-level, followed by a skill-level analysis of only AD airmen. The ANG and AFRC analyses are next, followed by analyses of differences between the components.

All Components: Analysis of the DAFSC groups among the combined AD, ANG, and AFRC personnel shows a typical progression through the career ladder. Table 6 shows the distribution of DAFSC members through the clusters and jobs of the career field, while Table 7 shows the distribution of time spent on duties by DAFSC airmen. Table 6 shows that personnel are progressing through the career field. At the 5-skill level personnel perform as experienced technicians, probably having honed their technical skills through their respective 3-skill level shredout. Though focused on the Core Crew Chief Job, 5-skill level members are also spreading into other jobs within the career field such as training, repair and reclamation, support, and supervisory positions. Members with the 7-skill level designation show a shift towards more supervisory roles than their 5-skill level counterparts. Table 7 backs this up.

The top tasks performed by the DAFSC groups are presented in Tables 8 and 9. Table 10 shows the tasks that best differentiate the skill levels. The 193, 5-skill level members represent 60 percent of the J-shred survey sample. The group is comprised of 154 AD members, 34 ANG respondents, and 5 AFRC airman. Table 8 shows that the top tasks performed by these respondents are technical in nature, typically servicing, ground handling, and inspecting aircraft.

The greatest percentage (58 percent) of these airmen is working in the Core Crew Chief Job, with another 12 percent in the Repair and Reclamation Job.

Seven-skill level members begin to show the shift from technician to supervisor within the career field. These incumbent airmen are heavily represented in the Supervisor/Manager Cluster (24 percent) and by a 30 percent composition from the Core Crew Chief Job (see Table 6). Many of the remaining members are spread thinly throughout the remaining clusters and jobs, generally in supervisory positions. Table 9 shows that most of the top tasks are supervisory- or training-related. Forty percent of the survey sample (127 airmen) perform at the 7-skill level. Table 10 shows the greatest differences between task performance for 5- and 7-skill level members. The shift to supervisory tasks is evident in the table.

Active Duty: AD members comprise the majority (77 percent) of the survey, so the analysis is similar to the all-component analysis. However, the progression of career field members into the supervisory roles is slightly more pronounced in the AD analysis than in the all component analysis. Table 11 shows the distribution of AD DAFSC members through the clusters and jobs of the career field, while Table 12 shows the distribution of time spent on duties by AD DAFSC airmen.

Most of the 154 5-skill level members were identified in the Core Crew Chief Job (55 percent), with only small percentages of these airmen straying to other technical maintenance jobs (see Table 11). The top tasks performed by the DAFSC groups are presented in Tables 13 and 14. Table 15 shows the tasks that best differentiate the 5- and 7-skill levels. The 5-skill level members are performing primarily technical tasks, though they are experienced technicians.

Twenty-eight percent of the 7-skill level members are in the Supervisor/Manager Cluster (see Table 11). Those left in the technical clusters and jobs include 23 percent in the Core Crew Chief Job and 9 percent in the Quality Assurance Job. The shift from technician to supervisor is also evident in Table 12 which shows the shift in time spent on duties. Supervisory and managerial activities account for the largest percentage of their time. The top tasks performed by the 92 AD 2A373J airmen are displayed in Table 14. Note the shift from technician at the 5-skill level to supervisor at the 7-skill level. This shift is further displayed in Table 15 which shows the most differentiating tasks.

Air National Guard (ANG): ANG members comprise 18 percent of the J-shred survey sample and includes 57 respondents in the 5- and 7-skill levels. Table 16 presents percentage of ANG skill level members in specialty jobs and clusters. Table 17 shows percent time spent on duties by skill level. Tables 18 and 19 are dedicated to listing the top tasks of the ANG skill levels. Table 20 displays the tasks which differentiate personnel of each skill level. Each of these tables gives support for the slight progression of airmen through the career ladder from technician to supervisor and manager.

As junior members of the ANG, 5-skill level airmen perform exclusively in the technical aspects of the career field. Table 16 shows that the Core Crew Chief Job (71 percent) and Repair and Reclamation Job (15 percent) contain most of these airmen. Table 17 supports the technical

nature of work for these respondents. Table 18 lists the top tasks performed by ANG DAFSC 2A353J respondents. With 34 respondents, this group accounts for 60 percent of the ANG sample and 11 percent of the J-shred survey sample. The top tasks focus on inspections of flight control systems and the airframe. Several ground handling and aircraft servicing tasks also appear.

Table 16 shows that similar to the 5-skill level airmen, most 7-skill level members group into the Core Crew Chief Job (59 percent) or Repair and Reclamation Job (7 percent), however, a number of these airmen have progressed into the Supervisor/Manager Cluster (9 percent) or Training Cluster (9 percent). Tasks which best differentiate between ANG 5- and 7-skill level members are presented in Table 20. Note the additional supervisor responsibilities held by 7-skill level members. Table 19 presents the top 7-skill level tasks. Tasks associated with ground handling and servicing aircraft as well as maintenance management tasks are predominant in the table. The group is comprised of 23 respondents.

Air Force Reserve Command (AFRC): AFRC members comprise about 5 percent of the survey with 17 members. Table 21 shows the distribution of AFRC DAFSC members through the clusters and jobs of the career field, while Table 22 shows the distribution of time spent on duties by AFRC DAFSC airmen. There appears to be good progression through the AFRC career ladder sample.

The top tasks performed by the DAFSC groups are presented in Tables 23 and 24. Eighty percent of the 5-skill level members were identified in Core Crew Chief Job (see Table 21) and most of their time is spent on the most technical duties (see Table 22). The 5-skill level members are performing primarily technical tasks including aircraft servicing and inspection tasks as seen in Table 23.

Table 21 shows that 33 percent of the 7-skill level members are still grouped into the Core Crew Chief Job. Table 22 shows a continued technical focus to include general airframe or aircraft maintenance activities (25 percent) and aircraft ground handling or servicing activities (14 percent). The top tasks performed by the 12 AFRC 2A373J airmen are displayed in Table 24. The top task listing is comprised of tasks similar to those performed by 5-skill level members with the added focus of mobility and supervision. Table 25 displays the top task differences with 5-skill level members including the 7-skill level performance of training and supervisory tasks.

Component Comparisons: Within similar skill levels, the main task differences between components are highlighted in Tables 26-31. AD members are first compared to ANG members in Tables 26 and 27. AD tasks are compared to AFRC tasks in Tables 28 and 29, and Tables 30 and 31 are dedicated to the task differences between ANG and AFRC members.

Table 26 begins to show the more advanced work performed by 5-skill level AD personnel. At the 5-skill level comparison, AD members are performing more supervisory-related tasks than their peers in the ANG. ANG members are comparatively very technical at this skill level.

Table 27 highlights the differences between the 7-skill level members of the AD and ANG components. Again, the differentiating tasks show more of a management focus for AD members, while the ANG airmen are still relatively technical. The percent member performing figures show a substantial difference between the components.

Table 28 begins the AD versus AFRC analyses. It is important to remember the numbers of personnel in each group as there are only 5 airmen in the AFRC 5-skill level sample. AFRC 5-skill level members are the junior members of the component and are obligated the technical tasks of the career field. AD members show more of a progression towards supervisory responsibilities at the 5-skill level.

Table 29 shows more AD progression to supervisory and managerial positions at the 7-skill level, while AFRC members continue to support Core Crew Chief Job in a technical nature. The differences between top tasks are quite substantial and clearly show groups with differing mentalities. AFRC members have not progressed from technician, albeit advanced technician, at the 7-skill level.

Table 30 shows the 5-skill level comparison of ANG and AFRC respondents. The table shows more focused maintenance (general engine maintenance) for the AFRC airmen compared to the diverse maintenance of the ANG members. Again, the small number of AFRC respondents may accentuate differences that are actually less severe.

Table 31 shows the top tasks which differentiate the ANG and AFRC 7-skill level members. Some supervisory and management tasks separate ANG members from their AFRC counterparts. AFRC members appear to be more technically focused, especially in regards to engine maintenance, at the 7-skill level than ANG airmen.

Summary

Progression appears to follow a typical pattern, especially for the AD members. At the 5-skill level personnel are required to perform advanced technical tasks and are given a small amount of supervisory responsibility. Seven-skill level members work more heavily in a supervisory role and perform technically in the role of NCOIC.

None of the trends or comparisons analyzed in the study suggest problems with the career field or progression. ANG and AFRC members typically stay much more technically focused than their AD counterparts throughout their careers as is the case with this career field.

TABLE 6

DISTRIBUTION OF ALL COMPONENT DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

| <u>SPECIALTY JOBS</u> | ALL 2A353J (N=193) | ALL 2A373J (N=127) |
|---------------------------------|--------------------------|--------------------------|
| CORE CREW CHIEF JOB | 58 | 30 |
| REPAIR AND RECLAMATION JOB | 10 | 4 |
| TRANSIENT ALERT JOB | 4 | 1 |
| MAINTENANCE COORDINATOR JOB | 1 | 2 |
| QUALITY ASSURANCE JOB | 4 | 8 |
| SUPPORT CLUSTER | 3 | 3 |
| TRAINING CLUSTER | 4 | 5 |
| TECHNICAL SCHOOL INSTRUCTOR JOB | 1 | 2 |
| MOBILITY NCO JOB | 1 | 3 |
| SUPERVISOR/MANAGER CLUSTER | 2 | 24 |
| Not Grouped | 12 | 18 |

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL COMPONENT DAFSC GROUPS

| <u>DUTIES</u> | <u>ALL 2A353J (N=193)</u> | <u>ALL 2A373J (N=127)</u> |
|---|-----------------------------------|-----------------------------------|
| A Performing General Airframe or Aircraft Maintenance Activities | 17 | 15 |
| B Performing Aircraft Ground Handling or Servicing Activities | 21 | 11 |
| C Maintaining Landing Gear Systems | 10 | 6 |
| D Maintaining Utility Systems | 3 | 3 |
| E Maintaining Flight Control Systems | 11 | 6 |
| F Maintaining Hydraulic or Pneumatic Systems | 3 | 2 |
| G Performing General Engine Maintenance Activities | 6 | 5 |
| H Maintaining Fuel Systems | 2 | 1 |
| I Maintaining Electrical Systems | 3 | 2 |
| J Performing Maintenance Management Activities | 4 | 7 |
| K Performing Mobility and Contingency Activities | 3 | 4 |
| L Performing Management and Supervisory Activities | 6 | 22 |
| M Performing Training Activities | 5 | 6 |
| N Performing General Administrative and Technical Order System Activities | 2 | 4 |
| O Performing General Supply and Equipment Activities | 4 | 6 |

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A353J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=193) |
|--|---|
| B0185 Perform tow vehicle operations | 80 |
| C0247 Inspect aircraft tires | 79 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 79 |
| B0157 Marshal aircraft | 78 |
| B0204 Service aircraft tires | 78 |
| A0021 Inspect areas for foreign object damage (FOD) | 77 |
| B0183 Perform safe-for-maintenance inspections | 77 |
| B0175 Perform brake operator or wing, tail, or chalk walker operations | 75 |
| A0013 Identify fuel, oil, air, or hydraulic leaks | 74 |
| C0248 Inspect aircraft wheel assemblies | 73 |
| A0043 Open or close hinged doors | 73 |
| E0354 Inspect rudders | 72 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 71 |
| B0181 Perform nonpowered AGE pre-use inspections | 70 |
| E0350 Inspect flight control components | 70 |
| B0182 Perform powered AGE pre-use inspections | 69 |
| B0178 Perform hot brake checks | 68 |
| B0165 Perform aircraft launch checklist procedures | 67 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 64 |
| B0171 Perform aircraft recovery checklist procedures | 64 |
| J0676 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 63 |
| A0037 Maintain facilities | 56 |
| M0792 Conduct on-the-job training (OJT) | 55 |
| J0680 Maintain records in CAMS | 53 |
| O0852 Inventory equipment, tools, parts, or supplies | 51 |
| M0807 Maintain training records or files | 46 |
| M0804 Evaluate progress of trainees | 40 |

Average Number of Tasks Performed - 218

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A373J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=127) |
|--|---|
| L0772 Inspect personnel for compliance with military standards | 71 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 64 |
| A0021 Inspect areas for foreign object damage (FOD) | 61 |
| L0744 Counsel subordinates concerning personal matters | 59 |
| M0807 Maintain training records or files | 58 |
| L0738 Conduct self-inspections or self-assessments | 58 |
| L0773 Interpret policies, directives, or procedures for subordinates | 57 |
| L0786 Write recommendations for awards or decorations | 56 |
| L0747 Determine or establish work assignments or priorities | 55 |
| L0768 Evaluate personnel for compliance with performance standards | 54 |
| M0796 Counsel trainees on training progress | 52 |
| L0741 Conduct supervisory performance feedback sessions | 52 |
| J0682 Retrieve CAMS listings or reports | 49 |
| M0804 Evaluate progress of trainees | 49 |
| M0797 Determine training requirements | 49 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 46 |
| L0785 Write or indorse military performance reports | 46 |
| L0734 Assign personnel to work areas or duty positions | 45 |
| J0684 Review preventive maintenance schedules | 45 |
| L0761 Establish performance standards for subordinates | 45 |
| L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 40 |
| L0732 Analyze workload requirements | 39 |
| L0731 Adjust daily maintenance plans to meet operation commitments | 35 |
| N0828 Maintain or update status indicators, such as boards, graphs, or charts | 31 |
| O0840 Coordinate maintenance of equipment with appropriate agencies | 24 |

Average Number of Tasks Performed - 157

TABLE 10

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2A353J AND 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | ALL (N=193) | ALL 2A353J (N=193) | ALL 2A373J (N=127) | DIFFERENCE |
|--|--------------------------|--------------------------|--------------------------|------------|
| | ALL 2A353J (N=193) | ALL 2A373J (N=127) | ALL 2A373J (N=127) | DIFFERENCE |
| A0036 Lubricate aircraft components | 70 | 29 | 41 | |
| B0204 Service aircraft tires | 78 | 40 | 38 | |
| B0185 Perform tow vehicle operations | 80 | 44 | 36 | |
| B0206 Service aircraft with LOX | 68 | 32 | 36 | |
| B0157 Marshal aircraft | 78 | 42 | 36 | |
| B0165 Perform aircraft launch checklist procedures | 67 | 32 | 35 | |
| C0271 Remove or install aircraft wheel assemblies | 70 | 35 | 35 | |
| G0504 Collect joint oil analysis program (JOAP) samples for analyses | 62 | 27 | 35 | |
| B0169 Perform aircraft preflight inspections | 67 | 33 | 34 | |
| B0168 Perform aircraft postflight inspections | 66 | 32 | 34 | |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 79 | 45 | 34 | |
| | | | | |
| L0772 Inspect personnel for compliance with military standards | 38 | 71 | -33 | |
| L0773 Interpret policies, directives, or procedures for subordinates | 27 | 57 | -31 | |
| L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 10 | 40 | -30 | |
| | | | | |
| L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes | 5 | 34 | -29 | |
| L0768 Evaluate personnel for compliance with performance standards | 24 | 54 | -29 | |
| L0787 Write replies to inspection reports | 8 | 37 | -29 | |
| | | | | |
| L0738 Conduct self-inspections or self-assessments | 32 | 58 | -27 | |
| N0814 Complete accident or incident reports | 12 | 39 | -27 | |
| L0786 Write recommendations for awards or decorations | 29 | 56 | -27 | |

TABLE 11

DISTRIBUTION OF AD DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
 (PERCENT RESPONDING)

| <u>SPECIALTY JOBS</u> | AD 2A353J (N=154) | AD 2A373J (N=92) |
|---------------------------------|-------------------------|------------------------|
| CORE CREW CHIEF JOB | 55 | 23 |
| REPAIR AND RECLAMATION JOB | 8 | 2 |
| TRANSIENT ALERT JOB | 5 | 0 |
| MAINTENANCE COORDINATOR JOB | 1 | 2 |
| QUALITY ASSURANCE JOB | 1 | 9 |
| SUPPORT CLUSTER | 5 | 4 |
| TRAINING CLUSTER | 3 | 4 |
| TECHNICAL SCHOOL INSTRUCTOR JOB | 5 | 3 |
| MOBILITY NCO JOB | 1 | 4 |
| SUPERVISOR/MANAGER CLUSTER | 2 | 28 |
| Not Grouped | 14 | 21 |

TABLE 12

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC GROUPS

| <u>DUTIES</u> | AD 2A353J (N=154) | AD 2A373J (N=92) |
|---|-------------------------|------------------------|
| A Performing General Airframe or Aircraft Maintenance Activities | 18 | 13 |
| B Performing Aircraft Ground Handling or Servicing Activities | 21 | 10 |
| C Maintaining Landing Gear Systems | 9 | 5 |
| D Maintaining Utility Systems | 3 | 2 |
| E Maintaining Flight Control Systems | 10 | 5 |
| F Maintaining Hydraulic or Pneumatic Systems | 3 | 1 |
| G Performing General Engine Maintenance Activities | 6 | 5 |
| H Maintaining Fuel Systems | 1 | 1 |
| I Maintaining Electrical Systems | 3 | 2 |
| J Performing Maintenance Management Activities | 3 | 7 |
| K Performing Mobility and Contingency Activities | 3 | 4 |
| L Performing Management and Supervisory Activities | 7 | 27 |
| M Performing Training Activities | 6 | 7 |
| N Performing General Administrative and Technical Order System Activities | 2 | 5 |
| O Performing General Supply and Equipment Activities | 5 | 6 |

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A353J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=154) |
|--|---|
| B0185 Perform tow vehicle operations | 79 |
| C0247 Inspect aircraft tires | 76 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 76 |
| B0204 Service aircraft tires | 76 |
| A0021 Inspect areas for foreign object damage (FOD) | 75 |
| B0183 Perform safe-for-maintenance inspections | 75 |
| B0157 Marshal aircraft | 74 |
| A0013 Identify fuel, oil, air, or hydraulic leaks | 73 |
| B0175 Perform brake operator or wing, tail, or chalk walker operations | 72 |
| B0234 Supervise towing operations | 71 |
| B0181 Perform nonpowered AGE pre-use inspections | 69 |
| B0182 Perform powered AGE pre-use inspections | 69 |
| C0248 Inspect aircraft wheel assemblies | 69 |
| B0126 Apply or remove aircraft external alternating current (AC) electrical power | 68 |
| B0178 Perform hot brake checks | 67 |
| B0165 Perform aircraft launch checklist procedures | 64 |
| B0171 Perform aircraft recovery checklist procedures | 62 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 62 |
| A0037 Maintain facilities | 60 |
| M0792 Conduct on-the-job training (OJT) | 60 |
| A0027 Inspect engine exhaust sections or exhaust section components | 59 |
| O0852 Inventory equipment, tools, parts, or supplies | 53 |
| M0807 Maintain training records or files | 51 |
| M0796 Counsel trainees on training progress | 49 |
| L0744 Counsel subordinates concerning personal matters | 49 |
| M0804 Evaluate progress of trainees | 45 |
| O0862 Maintain tool cribs | 19 |
| M0808 Personalize lesson plans | 16 |
| M0791 Conduct formal course classroom training | 13 |

Average Number of Tasks Performed - 217

TABLE 14
REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A373J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=92) |
|--|--|
| L0772 Inspect personnel for compliance with military standards | 78 |
| L0786 Write recommendations for awards or decorations | 65 |
| L0744 Counsel subordinates concerning personal matters | 64 |
| L0768 Evaluate personnel for compliance with performance standards | 63 |
| L0773 Interpret policies, directives, or procedures for subordinates | 63 |
| L0747 Determine or establish work assignments or priorities | 60 |
| L0785 Write or indorse military performance reports | 60 |
| M0807 Maintain training records or files | 58 |
| L0738 Conduct self-inspections or self-assessments | 58 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 57 |
| A0021 Inspect areas for foreign object damage (FOD) | 57 |
| L0761 Establish performance standards for subordinates | 53 |
| M0796 Counsel trainees on training progress | 53 |
| M0804 Evaluate progress of trainees | 51 |
| L0734 Assign personnel to work areas or duty positions | 50 |
| A0001 Assist in evaluating aircraft impounds or quarantines | 50 |
| M0797 Determine training requirements | 50 |
| L0752 Develop or establish work schedules | 48 |
| J0682 Retrieve CAMS listings or reports | 47 |
| L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 46 |
| L0732 Analyze workload requirements | 43 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 42 |
| L0731 Adjust daily maintenance plans to meet operation commitments | 36 |
| N0828 Maintain or update status indicators, such as boards, graphs, or charts | 33 |
| O0840 Coordinate maintenance of equipment with appropriate agencies | 28 |

Average Number of Tasks Performed - 133

TABLE 15

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2A353J AND 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | AD 2A353J (N=154) | AD 2A373J (N=92) | AD 2A373J (N=92) | DIFFERENCE |
|--|-------------------------|------------------------|------------------------|------------|
| A0036 Lubricate aircraft components | 68 | 21 | 47 | |
| B0204 Service aircraft tires | 76 | 30 | 46 | |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 76 | 32 | 44 | |
| B0157 Marshal aircraft | 74 | 30 | 44 | |
| B0185 Perform tow vehicle operations | 79 | 36 | 43 | |
| B0178 Perform hot brake checks | 67 | 24 | 43 | |
| B0206 Service aircraft with LOX | 66 | 24 | 42 | |
| B0171 Perform aircraft recovery checklist procedures | 62 | 21 | 41 | |
| C0271 Remove or install aircraft wheel assemblies | 67 | 26 | 41 | |
| B0169 Perform aircraft preflight inspections | 64 | 25 | 39 | |
| B0165 Perform aircraft launch checklist procedures | 64 | 25 | 39 | |
| <hr/> | | | | |
| L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes | 6 | 41 | -35 | |
| L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 13 | 46 | -33 | |
| L0768 Evaluate personnel for compliance with performance standards | 30 | 63 | -33 | |
| L0772 Inspect personnel for compliance with military standards | 45 | 78 | -33 | |
| A0001 Assist in evaluating aircraft impounds or quarantines | 18 | 50 | -32 | |
| L0767 Evaluate maintenance production reports | 2 | 33 | -31 | |
| L0773 Interpret policies, directives, or procedures for subordinates | 32 | 63 | -31 | |
| L0787 Write replies to inspection reports | 10 | 40 | -30 | |

TABLE 16

DISTRIBUTION OF ANG DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
 (PERCENT RESPONDING)

| <u>SPECIALTY JOBS</u> | <u>ANG</u> 2A353J (N=34) | <u>ANG</u> 2A373J (N=23) |
|---------------------------------|--------------------------------|--------------------------------|
| CORE CREW CHIEF JOB | 71 | 59 |
| REPAIR AND RECLAMATION JOB | 15 | 7 |
| TRANSIENT ALERT JOB | 0 | 4 |
| MAINTENANCE COORDINATOR JOB | 3 | 4 |
| QUALITY ASSURANCE JOB | 0 | 4 |
| SUPPORT CLUSTER | 0 | 0 |
| TRAINING CLUSTER | 0 | 9 |
| TECHNICAL SCHOOL INSTRUCTOR JOB | 0 | 0 |
| MOBILITY NCO JOB | 0 | 0 |
| SUPERVISOR/MANAGER CLUSTER | 3 | 9 |
| Not Grouped | 8 | 4 |

TABLE 17

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC GROUPS

| <u>DUTIES</u> | ANG 2A353J (N=34) | ANG 2A373J (N=23) | ANG 2A373J (N=23) |
|---|-------------------------|-------------------------|-------------------------|
| A Performing General Airframe or Aircraft Maintenance Activities | 17 | 17 | 17 |
| B Performing Aircraft Ground Handling or Servicing Activities | 23 | 23 | 18 |
| C Maintaining Landing Gear Systems | 11 | 11 | 10 |
| D Maintaining Utility Systems | 4 | 4 | 4 |
| E Maintaining Flight Control Systems | 14 | 14 | 10 |
| F Maintaining Hydraulic or Pneumatic Systems | 3 | 3 | 2 |
| G Performing General Engine Maintenance Activities | 6 | 6 | 5 |
| H Maintaining Fuel Systems | 2 | 2 | 2 |
| I Maintaining Electrical Systems | 4 | 4 | 3 |
| J Performing Maintenance Management Activities | 6 | 6 | 8 |
| K Performing Mobility and Contingency Activities | 3 | 3 | 3 |
| L Performing Management and Supervisory Activities | 3 | 3 | 9 |
| M Performing Training Activities | 1 | 1 | 2 |
| N Performing General Administrative and Technical Order System Activities | 1 | 1 | 2 |
| O Performing General Supply and Equipment Activities | 2 | 2 | 5 |

TABLE 18
REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A353J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=34) |
|--|--|
| B0157 Marshal aircraft | 91 |
| B0152 Jack aircraft using tripod jacks | 91 |
| C0247 Inspect aircraft tires | 88 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 88 |
| B0175 Perform brake operator or wing, tail, or chalk walker operations | 85 |
| E0356 Inspect trailing edge flaps | 85 |
| E0357 Inspect vertical stab leading edges | 85 |
| E0355 Inspect stabilizers | 85 |
| E0350 Inspect flight control components | 85 |
| B0183 Perform safe-for-maintenance inspections | 82 |
| E0354 Inspect rudders | 82 |
| B0185 Perform tow vehicle operations | 82 |
| C0248 Inspect aircraft wheel assemblies | 82 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 76 |
| K0707 Identify or practice identifying chemical warfare agents | 76 |
| B0169 Perform aircraft preflight inspections | 76 |
| B0168 Perform aircraft postflight inspections | 76 |
| B0173 Perform aircraft thruflight inspections | 76 |
| B0165 Perform aircraft launch checklist procedures | 74 |
| K0704 Don or doff chemical warfare personal protective clothing | 74 |
| B0145 Fuel aircraft using single-point methods | 74 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 71 |
| B0171 Perform aircraft recovery checklist procedures | 68 |
| J0680 Maintain records in CAMS | 56 |
| J0676 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 53 |
| J0682 Retrieve CAMS listings or reports | 47 |

Average Number of Tasks Performed - 211

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A373J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=23) |
|--|--|
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 87 |
| B0157 Marshal aircraft | 78 |
| B0175 Perform brake operator or wing, tail, or chalk walker operations | 78 |
| J0680 Maintain records in CAMS | 74 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 74 |
| B0150 Jack aircraft using axle jacks | 74 |
| A0057 Perform in-progress inspections (IPIs) | 74 |
| J0682 Retrieve CAMS listings or reports | 70 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 70 |
| B0206 Service aircraft with LOX | 65 |
| B0176 Perform end-of-runway (EOR) inspections or pogo procedures | 65 |
| A0013 Identify fuel, oil, air, or hydraulic leaks | 65 |
| B0160 Operationally check LOX | 57 |
| J0684 Review preventive maintenance schedules | 52 |
| L0747 Determine or establish work assignments or priorities | 52 |
| B0217 Service engine oil systems | 52 |
| L0731 Adjust daily maintenance plans to meet operation commitments | 48 |
| O0856 Maintain documentation on items requiring periodic inspections or calibrations | 48 |
| A0009 Debrief flight crews | 48 |
| A0056 Perform ground observer duties | 48 |
| A0125 Verify mission capability (MICAP) conditions | 48 |
| A0055 Perform flightcrew seat or ejection seat safety inspections | 39 |
| N0828 Maintain or update status indicators, such as boards, graphs, or charts | 35 |
| L0742 Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies | 22 |

Average Number of Tasks Performed - 228

TABLE 20

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSC 2A353J AND 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | ANG 2A353J (N=34) | ANG 2A373J (N=23) | ANG 2A373J (N=23) | DIFFERENCE |
|--|-------------------------|-------------------------|-------------------------|------------|
| B0151 Jack aircraft using fuselage carts | 38 | * | 38 | 38 |
| A0069 Remove or install aircraft rain seals | 53 | 17 | 36 | 36 |
| G0504 Collect joint oil analysis program (JOAP) samples for analyses | 62 | 35 | 27 | 27 |
| D0334 Remove or install chaffs or flares | 53 | 26 | 27 | 27 |
| B0129 Apply or remove aircraft external ground cooling air | 26 | * | 26 | 26 |
| E0370 Operationally check spoiler systems | 26 | * | 26 | 26 |
| E0351 Inspect leading edge flaps | 65 | 39 | 26 | 26 |
| F0463 Collect hydraulic fluid samples for analyses | 32 | 9 | 24 | 24 |
| B0205 Service aircraft windshield washer systems | 71 | 48 | 23 | 23 |
| A0003 Clean aircraft interiors | 71 | 48 | 23 | 23 |
| B0163 Perform aircraft calendar inspections | 71 | 48 | 23 | 23 |
| C0272 Remove or install antiskid system components | 44 | 22 | 22 | 22 |
| <hr/> | | | | |
| L0738 Conduct self-inspections or self-assessments | 24 | 70 | -46 | -46 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 24 | 70 | -46 | -46 |
| A0057 Perform in-progress inspections (IPIs) | 32 | 74 | -42 | -42 |
| C0856 Maintain documentation on items requiring periodic inspections or calibrations | 6 | 48 | -42 | -42 |
| <hr/> | | | | |
| I0759 Ensure compliance of HAZMAT programs | 3 | 43 | -41 | -41 |
| M0807 Maintain training records or files | 21 | 61 | -40 | -40 |
| I0747 Determine or establish work assignments or priorities | 15 | 52 | -37 | -37 |
| L0751 Develop or establish work methods or procedures | 3 | 39 | -36 | -36 |

* No members performing

TABLE 21

DISTRIBUTION OF AFRC DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
 (PERCENT RESPONDING)

| <u>SPECIALTY JOBS</u> | AFRC 2A353J (N=5) | AFRC 2A373J (N=12) |
|---------------------------------|-------------------------|--------------------------|
| CORE CREW CHIEF JOB | 80 | 33 |
| REPAIR AND RECLAMATION JOB | 20 | 8 |
| TRANSIENT ALERT JOB | 0 | 0 |
| MAINTENANCE COORDINATOR JOB | 0 | 0 |
| QUALITY ASSURANCE JOB | 0 | 8 |
| SUPPORT CLUSTER | 0 | 0 |
| TRAINING CLUSTER | 0 | 0 |
| TECHNICAL SCHOOL INSTRUCTOR JOB | 0 | 0 |
| MOBILITY NCO JOB | 0 | 0 |
| SUPERVISOR/MANAGER CLUSTER | 0 | 17 |
| Not Grouped | 0 | 34 |

TABLE 22

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC DAFSC GROUPS

| <u>DUTIES</u> | AFRC 2A353J (N=5) | AFRC 2A373J (N=12) |
|---|----------------------------|--------------------------|
| A Performing General Airframe or Aircraft Maintenance Activities | 16 | 25 |
| B Performing Aircraft Ground Handling or Servicing Activities | 20 | 14 |
| C Maintaining Landing Gear Systems | 13 | 6 |
| D Maintaining Utility Systems | 4 | 3 |
| E Maintaining Flight Control Systems | 15 | 11 |
| F Maintaining Hydraulic or Pneumatic Systems | 3 | 2 |
| G Performing General Engine Maintenance Activities | 10 | 5 |
| H Maintaining Fuel Systems | 3 | 1 |
| I Maintaining Electrical Systems | 5 | 3 |
| J Performing Maintenance Management Activities | 4 | 3 |
| K Performing Mobility and Contingency Activities | 2 | 7 |
| L Performing Management and Supervisory Activities | 2 | 10 |
| M Performing Training Activities | * 6 | 1 |
| N Performing General Administrative and Technical Order System Activities | * 2 | 3 |
| O Performing General Supply and Equipment Activities | * Less than one percent | |

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A353J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=5) |
|--|---|
| B0183 Perform safe-for-maintenance inspections | 100 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 100 |
| C0257 Inspect landing gear up-lock mechanisms | 100 |
| C0247 Inspect aircraft tires | 100 |
| C0258 Inspect landing gear wheel-spin stop pads | 100 |
| E0356 Inspect trailing edge flaps | 100 |
| E0350 Inspect flight control components | 100 |
| E0354 Inspect rudders | 100 |
| E0357 Inspect vertical stab leading edges | 100 |
| E0355 Inspect stabilizers | 100 |
| J0676 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 100 |
| B0173 Perform aircraft thruflight inspections | 100 |
| A0015 Inspect access or stress panels or mission bay hatches | 100 |
| B0157 Marshal aircraft | 100 |
| C0251 Inspect landing gear door mechanisms or linkages | 100 |
| C0252 Inspect landing gear down-lock mechanisms | 100 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 100 |
| C0248 Inspect aircraft wheel assemblies | 100 |
| B0168 Perform aircraft postflight inspections | 100 |
| B0169 Perform aircraft preflight inspections | 100 |
| K0704 Don or doff chemical warfare personal protective clothing | 100 |
| B0186 Perform walk-around inspections | 100 |
| A0021 Inspect areas for foreign object damage (FOD) | 80 |
| A0019 Inspect aircraft windows, windscreens, aft transparencies, or canopy systems | 80 |
| A0013 Identify fuel, oil, air, or hydraulic leaks | 80 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 80 |
| B0152 Jack aircraft using tripod jacks | 80 |

Average Number of Tasks Performed - 306

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A373J PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=12) |
|--|--|
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 92 |
| A0084 Remove or install horizontal or vertical stabilizer leading edges | 83 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 75 |
| K0708 Inspect mobility bags or kits | 75 |
| A0021 Inspect areas for foreign object damage (FOD) | 75 |
| A0006 Clean up fuel, oil, or hydraulic spills | 75 |
| B0152 Jack aircraft using tripod jacks | 75 |
| B0150 Jack aircraft using axle jacks | 75 |
| E0407 Remove or install rudders | 75 |
| K0704 Don or doff chemical warfare personal protective clothing | 67 |
| A0083 Remove or install hinged doors | 67 |
| A0097 Remove or install wing leading edges | 67 |
| A0074 Remove or install cowlings or nacelles | 67 |
| B0181 Perform nonpowered AGE pre-use inspections | 67 |
| A0064 Remove or install access or stress panels or mission bay hatches | 58 |
| A0043 Open or close hinged doors | 58 |
| A0044 Open or close hinged windscreens | 58 |
| M0807 Maintain training records or files | 58 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 58 |
| K0713 Pack or palletize mobility or contingency equipment for shipment or movement | 50 |
| K0707 Identify or practice identifying chemical warfare agents | 50 |
| L0734 Assign personnel to work areas or duty positions | 33 |
| O0862 Maintain tool cribs | 33 |
| L0785 Write or indorse military performance reports | 25 |
| L0741 Conduct supervisory performance feedback sessions | 17 |

Average Number of Tasks Performed - 204

TABLE 25

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2A353J AND 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | AFRC 2A353J (N=5) | | AFRC 2A373J (N=12) | | DIFFERENCE |
|---|-------------------------|--------------------------|--------------------------|--------------------------|------------|
| | AFRC 2A353J (N=5) | AFRC 2A373J (N=12) | AFRC 2A353J (N=5) | AFRC 2A373J (N=12) | |
| A0003 Clean aircraft interiors | 100 | 25 | 25 | 25 | 75 |
| C0263 Operationally check landing gear emergency extension systems | 100 | 25 | 25 | 25 | 75 |
| J0677 Initiate or coordinate deficiency, service, or status reports, such as reports of deficiency (RODs) | 80 | 8 | 8 | 72 | 72 |
| B0186 Perform walk-around inspections | 100 | 33 | 33 | 67 | 67 |
| B0176 Perform end-of-runway (EOR) inspections or pogo procedures | 100 | 33 | 33 | 67 | 67 |
| I0654 Inspect weight-on-wheels (WOW) switches | 100 | 33 | 33 | 67 | 67 |
| B0229 Supervise aircraft jacking or cart operations | 100 | 33 | 33 | 67 | 67 |
| B0163 Perform aircraft calendar inspections | 100 | 33 | 33 | 67 | 67 |
| J0680 Maintain records in CAMS | 80 | 17 | 17 | 63 | 63 |
| C0258 Inspect landing gear wheel-spin stop pads | 100 | 42 | 42 | 58 | 58 |
| M0797 Determine training requirements | * | * | * | 58 | -58 |
| M0796 Counsel trainees on training progress | * | * | * | 58 | -58 |
| L0773 Interpret policies, directives, or procedures for subordinates | * | * | * | 58 | -58 |
| K0709 Inspect packed or palletized mobility or contingency equipment prior to transport | * | * | * | 50 | -50 |
| L0772 Inspect personnel for compliance with military standards | 20 | 67 | 67 | 47 | 47 |
| F0470 Operationally check emergency pneumatic or pneudraulic systems | * | * | * | 42 | -42 |
| E0390 Remove or install flight control bell crank assemblies | * | * | * | 42 | -42 |
| A0025 Inspect egress systems | * | * | * | 42 | -42 |
| L0738 Conduct self-inspections or self-assessments | * | * | * | 42 | -42 |
| L0783 Write job or position descriptions | * | * | * | 33 | -33 |
| * No members performing | | | | | |

TABLE 26

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2A353J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | AD 2A353J (N=154) | ANG 2A353J (N=34) | ANG 2A353J (N=34) | DIFFERENCE |
|---|-------------------------|-------------------------|-------------------------|------------|
| M0796 Counsel trainees on training progress | 49 | 9 | 41 | |
| L0741 Conduct supervisory performance feedback sessions | 38 | * | 38 | |
| L0744 Counsel subordinates concerning personal matters | 49 | 12 | 38 | |
| A0103 Remove or reinstall engine inlets, engine inlet grids, or expansion rings | 46 | 9 | 37 | |
| L0785 Write or endorse military performance reports | 36 | * | 36 | |
| L0772 Inspect personnel for compliance with military standards | 45 | 12 | 33 | |
| A0079 Remove or install engine mounts | 38 | 6 | 32 | |
| L0786 Write recommendations for awards or decorations | 35 | 3 | 32 | |
| A0107 Remove or replace engine inlets, engine inlet grids, or expansion rings | 40 | 9 | 31 | |
| G0531 Inspect fuel filters | 42 | 12 | 30 | |
| M0807 Maintain training records or files | 51 | 21 | 30 | |
| <hr/> | | | | |
| D0334 Remove or install chaffs or flares | 20 | 53 | -33 | |
| B0170 Perform aircraft quick-turn inspections or integrated combat turns (ICTs) | 39 | 71 | -32 | |
| K0707 Identify or practice identifying chemical warfare agents | 47 | 76 | -30 | |
| B0152 Jack aircraft using tripod jacks | 61 | 91 | -30 | |
| E0351 Inspect leading edge flaps | 36 | 65 | -29 | |
| B0160 Operationally check LOX | 47 | 76 | -29 | |
| K0728 Set up or tear down shelters | 19 | 47 | -28 | |
| A0003 Clean aircraft interiors | 43 | 71 | -28 | |
| E0355 Inspect stabilizers | 57 | 85 | -28 | |

* No members performing

TABLE 27

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | AD 2A373J (N=92) | ANG 2A373J (N=23) | ANG 2A373J (N=23) | DIFFERENCE |
|---|------------------------|-------------------------|-------------------------|------------|
| | AD 2A373J (N=92) | ANG 2A373J (N=23) | ANG 2A373J (N=23) | DIFFERENCE |
| L0785 Write or indorse military performance reports | 60 | 4 | 55 | 55 |
| L0768 Evaluate personnel for compliance with performance standards | 63 | 26 | 37 | 37 |
| L0761 Establish performance standards for subordinates | 53 | 17 | 36 | 36 |
| L0772 Inspect personnel for compliance with military standards | 78 | 43 | 35 | 35 |
| L0786 Write recommendations for awards or decorations | 65 | 30 | 35 | 35 |
| L0741 Conduct supervisory performance feedback sessions | 62 | 30 | 32 | 32 |
| L0773 Interpret policies, directives, or procedures for subordinates | 63 | 35 | 28 | 28 |
| L0770 Initiate actions required due to substandard performance of personnel B0204 | 49 | 22 | 27 | 27 |
| E0407 Remove or install rudders | 15 | 70 | -54 | -54 |
| B0157 Marshal aircraft | 30 | 78 | -48 | -48 |
| B0176 Perform end-of-runway (EOR) inspections or pogo procedures | 17 | 65 | -48 | -48 |
| C0293 Troubleshoot landing gear doors | 18 | 65 | -47 | -47 |
| B0167 Perform aircraft phase inspections | 18 | 65 | -47 | -47 |
| E0410 Remove or install slats | 18 | 65 | -47 | -47 |
| A0044 Open or close hinged windscreens | 28 | 74 | -46 | -46 |
| B0178 Perform hot brake checks | 24 | 70 | -46 | -46 |
| A0081 Remove or install glare shields | 16 | 61 | -45 | -45 |
| E0384 Remove or install elevators | 12 | 57 | -45 | -45 |
| A0119 Store material safety data sheet (MSDS) items | 12 | 57 | -45 | -45 |

TABLE 28

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2A353J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | AD 2A353J (N=154) | AFRC 2A353J (N=5) | DIFFERENCE |
|---|-------------------------|-------------------------|------------|
| M0796 Counsel trainees on training progress | 49 | * | 49 |
| A0025 Inspect egress systems | 42 | * | 42 |
| A0037 Maintain facilities | 60 | 20 | 40 |
| L0741 Conduct supervisory performance feedback sessions | 38 | * | 38 |
| L0786 Write recommendations for awards or decorations | 35 | * | 35 |
| L0738 Conduct self-inspections or self-assessments | 34 | * | 34 |
| M0797 Determine training requirements | 33 | * | 33 |
| F0470 Operationally check emergency pneumatic or pneudraulic systems | 32 | * | 32 |
| L0761 Establish performance standards for subordinates | 32 | * | 32 |
| L0773 Interpret policies, directives, or procedures for subordinates K0704 | 32 | * | 32 |
| <hr/> | | | |
| E0450 Rig wing trailing edge flaps or trailing edge flap components | 14 | 80 | -66 |
| J0677 Initiate or coordinate deficiency, service, or status reports, such as reports of deficiency (RODs) | 16 | 80 | -64 |
| <hr/> | | | |
| K0728 Set up or tear down shelters | 19 | 80 | -61 |
| E0449 Rig wing trailing edge flap systems | 19 | 80 | -61 |
| J0684 Review preventive maintenance schedules | 23 | 80 | -57 |
| A0003 Clean aircraft interiors | 43 | 100 | -57 |
| B0163 Perform aircraft calendar inspections | 44 | 100 | -56 |
| C0253 Inspect landing gear electrical system components | 45 | 100 | -55 |
| B0131 Decontaminate or practice decontaminating aircraft | 29 | 80 | -51 |

* No members performing

TABLE 29

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | AD | AFRC 2A373J (N=12) | AD | AFRC 2A373J (N=12) | DIFFERENCE |
|---|------------------|--------------------------|----|--------------------------|------------|
| | 2A373J (N=92) | | | | |
| L0741 Conduct supervisory performance feedback sessions | 62 | | 17 | | 45 |
| A0001 Assist in evaluating aircraft impounds or quarantines | 50 | | 8 | | 42 |
| L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes | 41 | * | | | 41 |
| L0732 Analyze workload requirements | 43 | | 8 | | 35 |
| L0747 Determine or establish work assignments or priorities | 60 | | 25 | | 35 |
| L0785 Write or endorse military performance reports | 60 | | 25 | | 35 |
| L0740 Conduct supervisory orientations for newly assigned personnel | 51 | | 17 | | 34 |
| L0786 Write recommendations for awards or decorations | 65 | | 33 | | 32 |
| L0746 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace E0406 | 40 | | 8 | | 32 |
| | | | | | |
| A0084 Remove or install horizontal or vertical stabilizer leading edges | 18 | | 83 | | -65 |
| E0407 Remove or install rudders | 15 | | 75 | | -60 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 32 | | 92 | | -60 |
| K0708 Inspect mobility bags or kits | 24 | | 75 | | -51 |
| A0091 Remove or install self-contained crew entry ladders | 11 | | 58 | | -47 |
| A0097 Remove or install wing leading edges | 21 | | 67 | | -46 |
| E0384 Remove or install elevators | 12 | | 58 | | -46 |
| A0085 Remove or install interior trim or kick panels | 22 | | 67 | | -45 |
| A0074 Remove or install cowlings or nacelles | 23 | | 67 | | -44 |

* No members performing

TABLE 30

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG AND AFRC DAFSC 2A353J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | ANG 2A353J (N=34) | | AFRC 2A353J (N=5) | | DIFFERENCE |
|---|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-------------------|
| | ANG 2A353J (N=34) | AFRC 2A353J (N=5) | ANG 2A353J (N=5) | AFRC 2A353J (N=5) | |
| A0025 Inspect egress systems | 50 | * | * | 50 | 50 |
| E0390 Remove or install flight control bell crank assemblies | 50 | * | * | 50 | 50 |
| B0198 Remove snow or ice from aircraft | 65 | 20 | 20 | 45 | 45 |
| A0069 Remove or install aircraft rain seals | 53 | 20 | 20 | 33 | 33 |
| D0334 Remove or install chaffs or flares | 53 | 20 | 20 | 33 | 33 |
| A0119 Store material safety data sheet (MSDS) items | 29 | * | * | 29 | 29 |
| D0330 Remove or install aircraft windshield rain removal system components | 29 | * | * | 29 | 29 |
| J0686 Track equipment maintenance discrepancies in CAMS | 29 | * | * | 29 | 29 |
| F0470 Operationally check emergency pneumatic or pneudraulic systems E0449 | 29 | * | * | 29 | 29 |
| | | | | | |
| J0677 Initiate or coordinate deficiency, service, or status reports, such as reports of deficiency (RODs) | 6 | 80 | 80 | -74 | -74 |
| G0505 Connect or disconnect engine test equipment | 12 | 80 | 80 | -68 | -68 |
| G0564 Remove or install aircraft engines | 21 | 80 | 80 | -59 | -59 |
| E0450 Rig wing trailing edge flaps or trailing edge flap components | 21 | 80 | 80 | -59 | -59 |
| G0583 Remove or install engine oil pumps | 3 | 60 | 60 | -57 | -57 |
| G0566 Remove or install engine bleed-air system components | 3 | 60 | 60 | -57 | -57 |
| G0551 Perform engine or related system time compliance technical order (TCTO) modifications | 3 | 60 | 60 | -57 | -57 |
| | | | | | |
| G0536 Inspect throttle system components | 24 | 80 | 80 | -56 | -56 |

* No members performing

TABLE 31

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG AND AFRC DAFSC 2A373J PERSONNEL
(PERCENT MEMBERS PERFORMING)**

| TASKS | ANG 2A373J (N=23) | AFRC 2A373J (N=12) | DIFFERENCE |
|---|-------------------------|--------------------------|------------|
| J0680 Maintain records in CAMS | 74 | 17 | 57 |
| A0119 Store material safety data sheet (MSDS) items | 57 | 8 | 48 |
| B0198 Remove snow or ice from aircraft | 48 | * | 48 |
| J0682 Retrieve CAMS listings or reports | 70 | 25 | 45 |
| A0057 Perform in-progress inspections (IPIs) | 74 | 33 | 41 |
| B0229 Supervise aircraft jacking or cart operations | 74 | 33 | 41 |
| C0293 Troubleshoot landing gear doors | 65 | 25 | 40 |
| A0011 Dispose of solid hazardous waste | 57 | 17 | 40 |
| L0731 Adjust daily maintenance plans to meet operation commitments | 48 | 8 | 39 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 70 | 33 | 36 |
| <hr/> | | | |
| E0397 Remove or install leading edge flaps | 4 | 42 | -37 |
| K0708 Inspect mobility bags or kits | 39 | 75 | -36 |
| E0406 Remove or install rudder leading edges, trailing edges, or edge caps | 17 | 50 | -33 |
| F0463 Collect hydraulic fluid samples for analyses | 9 | 42 | -33 |
| I0663 Remove or install IDG filters or CSD filters | 9 | 42 | -33 |
| G0509 Drain engine fuel filters | * | 33 | -33 |
| G0591 Remove or install igniter plugs | * | 33 | -33 |
| G0580 Remove or install engine oil filters | * | 33 | -33 |
| B0195 Remove or install oil system delta-pressure (delta-P) indicators | * | 33 | -33 |
| G0510 Drain or flush engine oil systems | 4 | 33 | -29 |

* No members performing

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

Because there are no 3-skill level members in the J-shred and there were minimal survey returns from E- and H-shred members, a decision was made to run first-enlistment analyses on personnel who responded to background questions as performing maintenance on A-10 or U-2 aircraft. These members were selected regardless of their DAFSC suffix. In this study, there are 35 AD members in their first-enlistment (1-48 months TAFMS) that perform maintenance on either the A-10 or U-2 aircraft. They represent 11 percent of the J-shred survey sample and 14 percent of the active duty sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder clusters and jobs. Sixty percent of these airmen are in the technical Core Crew Chief Job. Table 32 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel split their time among the technical duties associated with crewing an aircraft. Their top duties include Performing Aircraft Ground Handling or Servicing Activities accounting for 27 percent of their time and Performing General Airframe or Aircraft Maintenance Activities comprising 19 percent.

Table 33 lists representative tasks performed by first-enlistment personnel. The highest performed tasks are standard tasks associated with the career field such as performing inspections and basic ground handling tasks. Performing an average of 202 tasks, first-enlistment members are required to know their jobs and perform as effectively as more senior personnel.

Tables 34 and 35 display other characteristics of the first-enlistment group. Table 34 displays the top powered and non-powered support equipment used by first-term airmen. Table 35 shows, by percent members performing, some of the top materials and tools used by these members. This information may be helpful in identifying equipment, materials, and tools to teach at the technical school.

**DISTRIBUTION OF AD FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 35)**

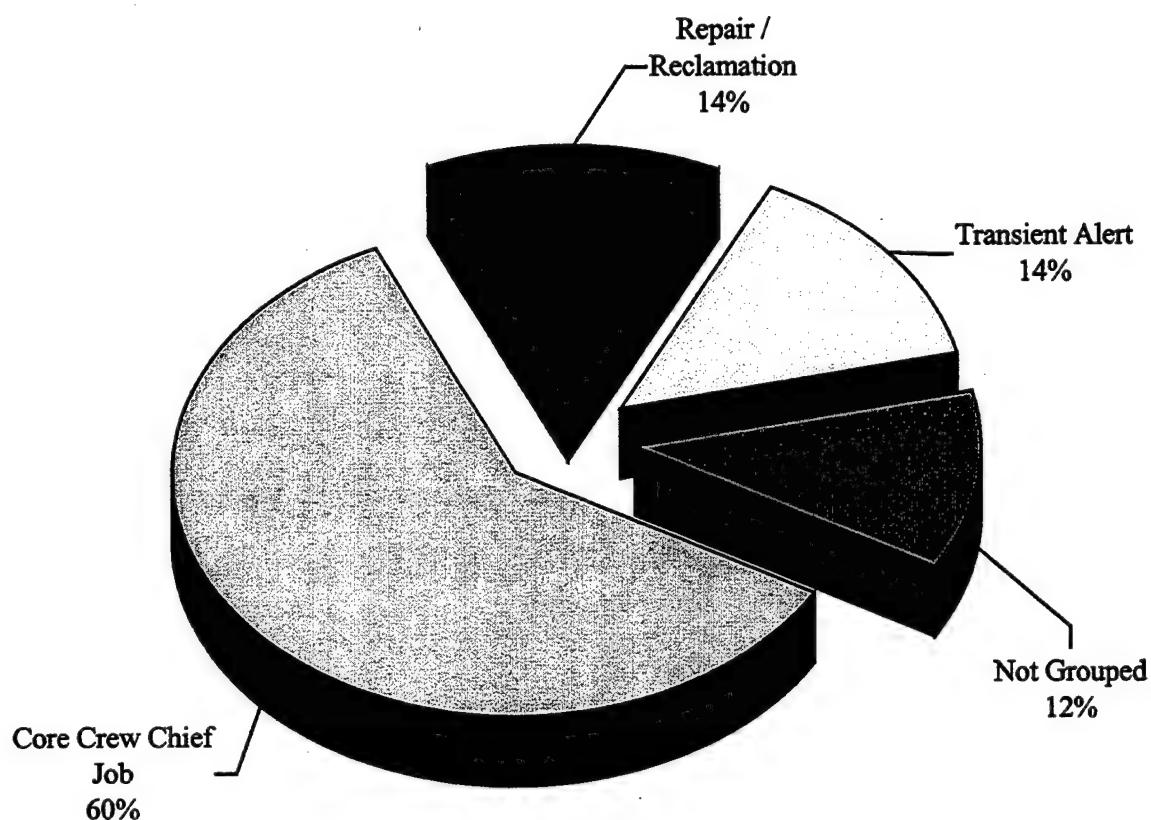


FIGURE 2

TABLE 32

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD FIRST-ENLISTMENT
A-10/U-2 MAINTENANCE PERSONNEL
(N=35)

| DUTIES | PERCENT TIME SPENT |
|---|--------------------------|
| A Performing General Airframe or Aircraft Maintenance Activities | 19 |
| B Performing Aircraft Ground Handling or Servicing Activities | 27 |
| C Maintaining Landing Gear Systems | 14 |
| D Maintaining Utility Systems | 4 |
| E Maintaining Flight Control Systems | 14 |
| F Maintaining Hydraulic or Pneumatic Systems | 3 |
| G Performing General Engine Maintenance Activities | 6 |
| H Maintaining Fuel Systems | 1 |
| I Maintaining Electrical Systems | 3 |
| J Performing Maintenance Management Activities | 3 |
| K Performing Mobility and Contingency Activities | 1 |
| L Performing Management and Supervisory Activities | 1 |
| M Performing Training Activities | 1 |
| N Performing General Administrative and Technical Order System Activities | 1 |
| O Performing General Supply and Equipment Activities | 2 |

TABLE 33
REPRESENTATIVE TASKS PERFORMED BY AD FIRST-ENLISTMENT
A-10/U-2 MAINTENANCE PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=35) |
|--|--|
| B0150 Jack aircraft using axle jacks | 91 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 91 |
| B0183 Perform safe-for-maintenance inspections | 89 |
| A0043 Open or close hinged doors | 86 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 86 |
| C0247 Inspect aircraft tires | 86 |
| B0204 Service aircraft tires | 86 |
| B0185 Perform tow vehicle operations | 86 |
| B0165 Perform aircraft launch checklist procedures | 86 |
| A0021 Inspect areas for foreign object damage (FOD) | 86 |
| B0157 Marshal aircraft | 83 |
| E0354 Inspect rudders | 83 |
| B0130 Apply or remove aircraft external hydraulic power | 83 |
| B0178 Perform brake operator or wing, tail, or chalk walker operations | 83 |
| B0175 Perform brake operator or wing, tail, or chalk walker operations | 83 |
| E0355 Inspect stabilizers | 80 |
| B0126 Apply or remove aircraft external alternating current electrical power | 77 |
| C0248 Inspect aircraft wheel assemblies | 77 |
| B0171 Perform aircraft recovery checklist procedures | 71 |
| B0173 Perform aircraft thruflight inspections | 69 |
| C0249 Inspect aircraft wheel bearings | 69 |
| B0186 Perform walk around inspections | 69 |
| B0169 Perform aircraft preflight inspections | 69 |
| E0350 Inspect flight control components | 69 |
| A0058 Perform normal or alternate cockpit entry procedures | 69 |
| B0145 Fuel aircraft using single-point methods | 63 |
| C0243 Assemble or disassemble aircraft wheel or tire assemblies | 37 |

* Average Number of Tasks Performed - 202

TABLE 34

POWERED AND NON-POWERED SUPPORT EQUIPMENT USED BY PERCENT
AD FIRST-ENLISTMENT A-10/U-2 MAINTENANCE PERSONNEL
(PERCENT MEMBERS RESPONDING)

| <u>SUPPORT EQUIPMENT</u> | 1ST ENL (N=35) |
|--|-------------------|
| Aircraft Towbars | 97 |
| Fire Extinguishers | 94 |
| Aircraft Jacks, Axle | 89 |
| Maintenance Platforms or Stands, Non-powered | 89 |
| Tow Vehicles, MB or U Series | 86 |
| Hand Tools | 83 |
| Hydraulic Test Stands | 83 |
| Carts, Oil Servicing | 80 |
| Carts, Hydraulic Servicing | 77 |
| Servicing Equipment, Liquid Oxygen (LOX) | 77 |
| Floodlight Sets | 74 |
| Aircraft Jacks, Tripod | 74 |
| Servicing Equipment, Gaseous Nitrogen | 69 |
| Air Compressors | 69 |
| Carts, Liquid Nitrogen Servicing | 63 |
| Crew Entry Stands | 57 |
| Defueling Bowsers | 57 |
| Heaters, Ground or Blowers | 57 |
| Air Conditioning Units | 54 |
| Generators, AM, MD, or C Series | 54 |
| Engine Removal, Install, Transport Equipment | 54 |
| Tire Inflation Cages | 51 |
| Cranes | 46 |
| Carts, Water Wash | 46 |
| Mooring Equipment | 43 |
| External Fuel Tank Dollies | 43 |
| Servicing Equipment, Gaseous Oxygen (GOX) | 40 |
| Bobtail Jeeps | 37 |
| Pressure Washers | 37 |
| Aircraft Dollies (Nose, Pods, Hatches) | 34 |
| Aircraft Slings | 31 |
| Aircraft Wheel Skates | 31 |

TABLE 35

**MAINTENANCE MATERIALS AND TOOLS USED BY PERCENT OF AD
FIRST-ENLISTMENT A-10/U-2 MAINTENANCE PERSONNEL
(PERCENT MEMBERS RESPONDING)**

| MATERIALS / TOOLS | 1ST ENL (N=35) |
|--|-------------------|
| Lubricants | 91 |
| Special Tools | 91 |
| Safety Wire Pliers | 91 |
| Johnson Bars | 86 |
| Air Servicing Equipment (Tire Pressure Gauges) | 86 |
| Measurement Equipment (Dial Caliper, Ruler, Thickness Gauge) | 86 |
| Computers | 86 |
| Adhesives | 80 |
| Cleaning Agents | 77 |
| Sealants | 74 |
| Ground Communication Equipment | 60 |
| Electric Drills | 51 |
| Restraint or Tie-Down Harnesses | 46 |
| Securing Devices | 46 |
| Crash Recovery Equipment | 34 |
| Pneumatic Grease Guns | 31 |
| Bleed Boxes or Hoses | 31 |
| Sanding Equipment | 29 |
| Multimeters | 23 |
| Canopy Rigging Tools | 20 |
| Flight Control Tester | 17 |
| Pneumatic Drills | 17 |
| Boroscopes or Boroscope Equipment | 17 |
| Canopy Slings | 17 |

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Examples of the tasks rated highest in TE are shown in Table 36. Many of the inspection and ground handling tasks should be highly stressed at the 3-skill level technical school according to senior raters. Note the percent members performing data available for each task in the table. Many of the tasks are accomplished by a substantial percentage of first term airmen adding support to the TE ratings.

Various technical tasks received the highest TD ratings as shown in Table 37. Very few entry-level airmen perform the most difficult tasks. The small percentage of first-enlistment performing suggests that these tasks could be more appropriately taught in OJT than at a formal technical training school. A notable exception is the "lift aircraft with cranes" task.

Various lists of tasks, accompanied by TE and TD ratings and, where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

TABLE 36

TASKS RATED HIGHEST IN TRAINING EMPHASIS

| TASKS | PERCENT MEMBERS PERFORMING | | |
|--|-------------------------------|-------------------------------|--------------|
| | TNG EMP | A-10/U-2 1ST ENL (N=35) | TASK DIFF |
| B0173 Perform aircraft thruflight inspections | 6.77 | 69 | 4.61 |
| B0169 Perform aircraft preflight inspections | 6.71 | 69 | 4.88 |
| A0021 Inspect areas for foreign object damage (FOD) | 6.68 | 86 | 4.14 |
| B0168 Perform aircraft postflight inspections | 6.53 | 66 | 4.96 |
| B0183 Perform safe-for-maintenance inspections | 6.49 | 89 | 3.65 |
| B0171 Perform aircraft recovery checklist procedures | 6.37 | 71 | 4.49 |
| B0165 Perform aircraft launch checklist procedures | 6.33 | 74 | 4.20 |
| B0150 Jack aircraft using axle jacks | 6.27 | 91 | 3.62 |
| B0152 Jack aircraft using tripod jacks | 6.26 | 77 | 4.06 |
| B0157 Marshal aircraft | 6.13 | 83 | 3.03 |
| B0204 Service aircraft tires | 6.07 | 86 | 3.50 |
| B0130 Apply or remove aircraft external hydraulic power | 6.04 | 83 | 4.29 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 5.96 | 86 | 2.95 |
| B0203 Service aircraft systems with nitrogen | 5.93 | 80 | 3.80 |
| B0226 Service landing gear shock struts | 5.92 | 71 | 4.58 |
| C0247 Inspect aircraft tires | 5.91 | 86 | 3.73 |
| B0178 Perform hot brake checks | 5.88 | 77 | 4.00 |
| B0217 Service engine oil systems with nitrogen | 5.87 | 66 | 3.72 |
| A0013 Identify fuel, oil, air, or hydraulic leaks | 5.87 | 83 | 3.10 |
| C0271 Remove or install aircraft wheel assemblies | 5.85 | 66 | 4.27 |
| B0133 Defuel aircraft using single-point methods | 5.84 | 57 | 4.06 |
| B0224 Service hydraulic systems | 5.81 | 66 | 3.72 |

* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86
 Average TD Rating is 5.00, High TD is 6.00

TABLE 37

TASKS RATED HIGHEST IN TASK DIFFICULTY

| TASKS | PERCENT MEMBERS PERFORMING | | | | TRNG EMPH |
|---|-------------------------------|-------------------|-------------------|------------------|--------------|
| | A-10/U-2 | 1ST ENL (N=35) | 2A353J (N=154) | 2A373J (N=92) | |
| A0101 Remove or install wings | 8.65 | 11 | 11 | 7 | 1.07 |
| B0154 Lift aircraft with cranes | 7.61 | 29 | 17 | 7 | 1.16 |
| B0155 Lift aircraft with hoists | 7.46 | 23 | 15 | 7 | 1.10 |
| G0549 Perform engine flex boroscope inspections | 7.25 | 9 | 19 | 10 | 2.17 |
| A0110 Rig aircraft canopy latching mechanisms or linkages | 7.19 | 14 | 24 | 7 | 1.65 |
| B0238 Verify or compute weight and balance of aircraft | 7.15 | 14 | 16 | 10 | 0.85 |
| G0498 Analyze/interpret engine computer data from monitoring systems, such as TEMS, STEMMS or CEMMS | 7.07 | 6 | 15 | 9 | 2.24 |
| A0098 Remove or install wing sections, other than wing tips | 7.00 | 17 | 22 | 12 | 1.48 |
| G0555 Perform engine rigid boroscope inspections | 6.88 | 3 | 15 | 7 | 2.09 |
| G0607 Troubleshoot aircraft engine computers | 6.86 | 6 | 4 | 2 | 1.11 |
| D0347 Troubleshoot engine start systems, such as JFSSs, ATSSs, or PASSs | 6.84 | 11 | 12 | 8 | 3.02 |
| B0239 Weigh, balance, or level aircraft | 6.83 | 20 | 31 | 14 | 1.63 |
| G0606 Trim installed engines | 6.79 | 3 | 16 | 14 | 0.85 |
| D0348 Troubleshoot EPUs | 6.78 | 0 | 3 | 0 | 1.27 |
| B0135 Design special tools or test equipment | 6.77 | 6 | 8 | 4 | 0.61 |
| A0121 Troubleshoot aircraft canopy systems | 6.77 | 23 | 36 | 16 | 2.01 |

* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86
 Average TD Rating is 5.00, High TD is 6.00

Specialty Training Standard (STS)

A comprehensive review of STS 2A3X3J, dated December 1998, compared STS items to survey data. To assist specifically in the examination of the STS, technical school personnel from the Tactical Aircraft Maintenance technical training school at Sheppard AFB, Texas, matched JI tasks to appropriate entries of the STS. A complete listing, displaying percent members performing tasks, TE and TD ratings for each task, along with STS matching, has been forwarded to the technical training school for use in further review of training documents. STS elements containing mandatory entries and basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed by the required 20 percent or more of the personnel in a skill level [criterion group] of the AFS).

Overall, the STS is very well supported by survey data. All performance-coded entries in the STS were appropriately matched to at least one task performed by more than 20 percent of the first-enlistment members performing maintenance on A-10s or U-2s. However, several subject knowledge-coded entries have the support necessary to raise their training to a performance-coded level. Table 38 displays some STS entries that require review for a potential upgrade to a performance code. Furthermore, a number of tasks that were not matched to the STS are also performed by greater than 20 percent of the members. Table 39 shows examples of the tasks which were not matched to the STS, while a complete listing can be found at the end of the STS product within the Training Extract. Career field and functional managers should review these not referenced tasks to determine if STS changes are necessary.

Members of the technical school staff similarly matched performance-coded entries from the POIs of all courses attended by all airmen entering the career field to the tasks from the Job Inventory. Courses reviewed were J3ATR2A020-001, dated September 1999; J3AQR2A333E-002, dated December 1998; J3ABP2A333E-002, dated April 1999; and J3ABP2A333H-005, dated September 1999. POI entries were compared to percent member performing figures applicable to the specific course. Survey data revealed few discrepancies between the POIs and first-enlistment job performance. Including all POI reviews, only 4 POI performance-coded entries were not supported with at least 30 percent of first-enlistment members performing. Those entries are listed in Table 40 with applicable percent member performing data. Complete POIs with matched tasks are available in the Training Extract. Technical school personnel should reconsider the highlighted entries for potential POI downgrading to a knowledge level. Considerations should include the data as well as safety issues, and regulations.

Many tasks were not matched to the performance-coded elements in the series of POIs. A list of these tasks is included at the back of the POI computer printouts. Tasks not referenced lists may be cross-referenced between POIs to determine the tasks not taught at a performance-level through the entire series of courses. Table 41 presents examples of tasks with high percent members performing that were not matched to any of the POIs for the given aircraft maintenance track. Technical school training personnel should review the complete listings and consider those tasks performed by high percentages of personnel for inclusion in the POI.

TABLE 38

EXAMPLES OF KNOWLEDGE-CODED STS 2A3X3J ENTRIES PERFORMED BY 20 PERCENT OR MORE AD MEMBERS THAT SHOULD BE REVIEWED FOR PERFORMANCE-CODE UPGRADE
(PERCENT MEMBERS PERFORMING)

| TASKS | Percent Members Performing | | | | |
|---------------------------------|---|--------------------|---------------|-----------------|--------------|
| | TRNG EMPH (N=35) | 1st Enl (N=154) | LVL (N=92) | 7-SKL (N=92) | TASK DIFF |
| A2.17.3 B0217 | Engine: Oil system servicing Service engine oil systems | a - - | 5.87 | 66 | 63 |
| A3.1.3.5 B0158 | Moor aircraft Moor aircraft | a - - | 4.38 | 71 | 63 |
| A3.1.3.7 A0060 | Prepare aircraft for wash Prepare and wash aircraft exteriors | a - - | 4.96 | 46 | 52 |
| A3.6.6.4 F0480 | Remove/install: Filters Remove or install hydraulic filter assemblies or elements | a - - | 4.81 | 43 | 48 |
| A4.7.6.6 G0564 | Remove/install: Engine Remove or install aircraft engines | a - - | 4.76 | 31 | 45 |
| * | Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86 | | | | |
| * | Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00 | | | | |

TABLE 39

**EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
AD GROUP MEMBERS AND NOT REFERENCED TO PERFORMANCE-CODED ITEMS IN THE STS
(PERCENT MEMBERS PERFORMING)**

| TASKS | PERCENT MEMBERS PERFORMING | | | | |
|---|-------------------------------|-------------------------|------------------------|--------------|------|
| | A10/U2 1st Enl (N=35) | 5-SKL LVL (N=154) | 7-SKL LVL (N=92) | TASK DIFF | |
| C0249 Inspect aircraft wheel bearing | 3.25 | 69 | 45 | 24 | 4.35 |
| C0259 Inspect nosewheel or tailwheel steering systems | 4.58 | 71 | 58 | 37 | 4.57 |
| C0261 Operationally check antiskid systems | 2.43 | 51 | 37 | 18 | 5.77 |
| C0274 Remove or install landing gear door mechanisms or linkages | 3.63 | 66 | 54 | 22 | 5.10 |
| C0275 Remove or install landing gear doors | 4.13 | 66 | 60 | 28 | 4.83 |
| C0276 Remove or install landing gear down-lock mechanisms | 3.28 | 51 | 44 | 21 | 5.16 |
| C0277 Remove or install landing gear hydraulic system components | 4.40 | 63 | 55 | 25 | 5.19 |
| C0279 Remove or install landing gear structural components other than shock struts, such as drag braces or swing arms | 3.49 | 51 | 45 | 22 | 5.46 |
| C0280 Remove or install landing gear up-lock mechanisms | 3.28 | 54 | 52 | 22 | 5.32 |
| E0351 Inspect landing edge flaps | 4.16 | 60 | 36 | 21 | 4.42 |
| E0360 Operationally check aileron, flaperon, or elevon systems | 3.98 | 69 | 58 | 27 | 5.27 |
| E0364 Operationally check flight control trim systems | 2.66 | 54 | 47 | 21 | 5.39 |
| F0462 Bleed aircraft hydraulic systems, other than brake systems | 5.27 | 51 | 52 | 21 | 4.86 |

* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 40

**PERFORMANCE-CODED AFSC 2A3X3 J-SHRED POI
ENTRIES NOT SUPPORTED BY OSR DATA
(PERCENT MEMBERS PERFORMING)**

| TASKS | | Percent Members Performing | | | | |
|-------------------------------|---|----------------------------|-----------------------------|--------------------------|-------------------------|--------------|
| | | TRNG EMPH (N=35) | A10/U2 1st Enl (N=30) | A-10 1st Enl (N=7) | U-2 1st Enl (N=7) | TASK DIFF |
| <i>Course J3ATR2A020-001</i> | | | | | | |
| II.16.c | Perform an inspection and operational check on fire/overheat and smoke detection system with no more than two errors per person | | | | | |
| D0316 | Operationally check aircraft fire and overheat detection systems | 3.47 | 14 | 17 | 14 | 4.48 |
| <i>Course J3AQF2A333E-002</i> | | | | | | |
| II.1.e | Drain a hydraulic reservoir with no more than 3 errors | | | | | |
| F0464 | Drain or flush hydraulic system components | 4.15 | N/A | 23 | N/A | 4.82 |
| <i>Course J3ABP2A333E-002</i> | | | | | | |
| I.2.b | Remove, inspect, and install egress safety pins without error | | | | | |
| A0055 | Perform flightcrew seat or ejection seat safety inspections | 4.52 | N/A | 27 | N/A | 4.42 |
| <i>Course J3ABP2A333H-002</i> | | | | | | |
| 12.c | Perform fuel boost pump operational/leak check procedures with no instructor assists to the task certified level | | | | | |
| H0630 | Operationally check engine fuel feed systems | 1.86 | N/A | N/A | 14 | 5.14 |
| H0634 | Operationally check fuel tank pressure systems | 1.96 | N/A | N/A | 14 | 4.93 |
| * | Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86 | | | | | |
| * | Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00 | | | | | |

TABLE 41

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT
 GROUP MEMBERS AND NOT REFERENCED TO THE 2A3X3 J-TRACK POIs
 (PERCENT MEMBERS PERFORMING)

| TASKS | PERCENT MEMBERS PERFORMING | | TASK DIFF |
|---|-------------------------------|----------------|--------------|
| | TRNG EMPH | 1st Enlistment | |
| <u>A-10 Track (N=30)</u> | | | |
| B0130 Apply or remove aircraft external hydraulic power | 6.04 | 80 | 4.29 |
| B0133 Defuel aircraft using single-point methods | 5.84 | 67 | 4.06 |
| B0174 Perform aircraft time change item inspections | 3.41 | 63 | 5.08 |
| B0199 Restrain aircraft for engine runs | 3.79 | 53 | 4.33 |
| C0275 Remove or install landing gear doors | 4.13 | 63 | 4.83 |
| E0364 Operationally check flight control trim systems | 2.66 | 50 | 5.39 |
| <u>U-2 Track (N=7)</u> | | | |
| A0027 Inspect engine exhaust sections or exhaust section components | 5.78 | 71 | 5.51 |
| A0033 Inspect tailpipes, heat shields, or bricks | 4.77 | 71 | 4.57 |
| B0185 Perform tow vehicle operations | 5.02 | 71 | 4.32 |
| B0202 Service aircraft actuators | 4.60 | 86 | 4.06 |
| C0259 Inspect nosewheel or tailwheel steering systems | 4.58 | 86 | 4.57 |
| G0522 Inspect engine magnetic chip detectors | 5.22 | 57 | 4.34 |

* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 42 presents job satisfaction data for AFSC 2A3X3J TAFMS groups (including the first-enlistment A-10 and U-2 maintainers), together with TAFMS data for a comparative sample of 10 Logistics career ladders surveyed in 1999. AFSC 2A3X3J groups generally gave comparable or better ratings than their Logistics counterparts. However, first- and second-enlistment airmen have considerably lower ratings than the comparable sample on the question of reenlistment intentions. Note that only 44 percent of second-enlistment personnel plan to reenlist.

An indication of how job satisfaction perceptions have changed over time is provided in Table 43, where TAFMS data for the current survey respondents are again presented, along with data from the last occupational survey report. The table shows comparative ratings for all TAFMS groups in most areas, again with the exception of first- and second-term reenlistment intentions. This problem should be addressed by career field personnel to prevent future career field shortfalls.

In Table 44, the job satisfaction ratings given by ANG and AFRC skill level members are reported. ANG members appear relatively satisfied with their role in the career field, as do the AFRC airmen. Reenlistment intention data is not reported as it not applicable to these components.

Table 45 has a review of the job satisfaction ratings for the AD clusters and specialty jobs identified in this survey. Satisfaction numbers appear high for all AD jobs and clusters. Nearly all trends appear positive for the career field, though Support Cluster personnel seem to be the least satisfied. No groups appear to have severe reenlistment intention problems.

Table 46 is presented at the request of the career field manager. Top reported separation factors are presented with AD enlistment groups as well as the total AD sample. Pay, long duty hours including separation from family, and leadership problems appear to be the main factors.

TABLE 42

**COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)**

| | 1-48 MOS TAFMS 2000 A-10/U-2 (N=35) | COMP SAMPLE* (N=4646) | 2000 2A3X3J (N=41) | 49-96 MOS TAFMS COMP SAMPLE* (N=2551) | 2000 2A3X3J (N=183) | 97+ MOS TAFMS COMP SAMPLE* (N=6609) |
|--|--|-----------------------------|--------------------------|--|---------------------------|--|
| EXPRESSED JOB INTEREST: | | | | | | |
| INTERESTING | 74 | 53 | 76 | 56 | 78 | 71 |
| SO-SO | 15 | 27 | 7 | 25 | 14 | 18 |
| DULL | 11 | 20 | 17 | 19 | 8 | 11 |
| PERCEIVED UTILIZATION OF TALENTS: | | | | | | |
| FAIRLY WELL TO PERFECTLY | 80 | 64 | 76 | 70 | 91 | 83 |
| LITTLE OR NOT AT ALL | 20 | 36 | 24 | 30 | 9 | 17 |
| PERCEIVED UTILIZATION OF TRAINING: | | | | | | |
| FAIRLY WELL TO PERFECTLY | 77 | 85 | 85 | 81 | 91 | 83 |
| LITTLE OR NOT AT ALL | 23 | 15 | 15 | 19 | 9 | 17 |
| SENSE OF ACCOMPLISHMENT GAINED FROM WORK: | | | | | | |
| SATISFIED | 63 | 58 | 66 | 60 | 78 | 72 |
| NEUTRAL | 14 | 21 | 10 | 17 | 8 | 12 |
| DISSATISFIED | 23 | 21 | 24 | 23 | 14 | 16 |
| REENLISTMENT INTENTIONS: | | | | | | |
| YES, OR PROBABLY YES | 34 | 51 | 44 | 61 | 64 | 69 |
| NO, OR PROBABLY NO | 66 | 49 | 56 | 39 | 13 | 10 |
| PLAN TO RETIRE | N/A | N/A | N/A | N/A | 23 | 21 |

* Comparative sample of Logistics career ladders surveyed in 1999 includes 10 other AFSC 2XXXX career fields such as 2A5X2, 2E1X3, and 2W1X1

TABLE 43

**COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)**

| | 1-48 MOS TAFMS | | | 49-96 MOS TAFMS | | | 97+ MOS TAFMS | | |
|--|----------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|---------------|--|--|
| | 2000 A-10/U-2 (N=35) | 1997 2A3X3 (N=937) | 2000 2A3X3J (N=41) | 1997 2A3X3 (N=591) | 2000 2A3X3J (N=183) | 1997 2A3X3 (N=1934) | | | |
| EXPRESSED JOB INTEREST: | | | | | | | | | |
| INTERESTING | 74 | 75 | 76 | 74 | 78 | 78 | | | |
| SO-SO | 15 | 17 | 7 | 17 | 14 | 16 | | | |
| DULL | 11 | 8 | 17 | 9 | 8 | 6 | | | |
| PERCEIVED UTILIZATION OF TALENTS: | | | | | | | | | |
| FAIRLY WELL TO PERFECTLY | 80 | 83 | 76 | 81 | 91 | 89 | | | |
| LITTLE OR NOT AT ALL | 20 | 17 | 24 | 19 | 9 | 11 | | | |
| PERCEIVED UTILIZATION OF TRAINING: | | | | | | | | | |
| FAIRLY WELL TO PERFECTLY | 77 | 92 | 85 | 89 | 91 | 76 | | | |
| LITTLE OR NOT AT ALL | 23 | 8 | 15 | 11 | 9 | 24 | | | |
| SENSE OF ACCOMPLISHMENT GAINED FROM WORK: | | | | | | | | | |
| SATISFIED | 63 | 72 | 66 | 73 | 78 | 73 | | | |
| NEUTRAL | 14 | 14 | 10 | 14 | 8 | 11 | | | |
| DISSATISFIED | 23 | 14 | 24 | 13 | 14 | 16 | | | |
| REBENLISTMENT INTENTIONS: | | | | | | | | | |
| YES, OR PROBABLY YES | 34 | 53 | 44 | 71 | 64 | 72 | | | |
| NO, OR PROBABLY NO | 66 | 47 | 56 | 29 | 13 | 9 | | | |
| PLAN TO RETIRE | N/A | N/A | N/A | N/A | 23 | 19 | | | |

TABLE 44

**COMPARISON OF ANG AND AFRC JOB SATISFACTION BY SKILL LEVEL GROUPS
(PERCENT MEMBERS RESPONDING)**

| | 5-Skill Level | | 7-Skill Level | |
|--|-------------------------|-------------------------|-------------------------|--------------------------|
| | ANG 2A353J (N=34) | AFRC 2A353J (N=5) | ANG 2A373J (N=23) | AFRC 2A373J (N=12) |
| EXPRESSED JOB INTEREST: | | | | |
| INTERESTING | 82 | 60 | 70 | 92 |
| SO-SO | 12 | 40 | 8 | 8 |
| DULL | 6 | 0 | 22 | 0 |
| PERCEIVED UTILIZATION OF TALENTS: | | | | |
| FAIRLY WELL TO PERFECTLY | | | | |
| LITTLE OR NOT AT ALL | 88 | 60 | 87 | 92 |
| FAIRLY WELL TO PERFECTLY | | | | |
| LITTLE OR NOT AT ALL | 12 | 40 | 13 | 8 |
| PERCEIVED UTILIZATION OF TRAINING: | | | | |
| FAIRLY WELL TO PERFECTLY | | | | |
| LITTLE OR NOT AT ALL | 88 | 100 | 87 | 83 |
| FAIRLY WELL TO PERFECTLY | | | | |
| LITTLE OR NOT AT ALL | 12 | 0 | 13 | 17 |
| SENSE OF ACCOMPLISHMENT GAINED FROM WORK: | | | | |
| SATISFIED | 71 | 60 | 61 | 75 |
| NEUTRAL | 11 | 20 | 22 | 8 |
| DISSATISFIED | 18 | 20 | 17 | 17 |

TABLE 45

**COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)**

| | Core Crew Chief Job (GP442) (N=105) | Repair & Reclaim Job (GP445) (N=15) | Transient Alert Job (GP460) (N=7) | Maint Coordinator Cluster (GP466) (N=3) | Quality Assurance Job (GP457) (N=10) |
|---|---|---|---|---|--|
| EXPRESSED JOB INTEREST: | | | | | |
| INTERESTING | 83 | 67 | 72 | 33 | 100 |
| SO-SO | 10 | 20 | 14 | 34 | 0 |
| DULL | 7 | 13 | 14 | 33 | 0 |
| PERCEIVED UTILIZATION OF TALENTS: | | | | | |
| FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL | 88 | 100 | 71 | 67 | 100 |
| | 12 | 0 | 29 | 33 | 0 |
| PERCEIVED UTILIZATION OF TRAINING: | | | | | |
| FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL | 94 | 93 | 71 | 100 | 90 |
| | 6 | 7 | 29 | 0 | 10 |
| SENSE OF ACCOMPLISHMENT GAINED FROM WORK: | | | | | |
| SATISFIED | 76 | 80 | 57 | 67 | 90 |
| NEUTRAL | 9 | 7 | 14 | 0 | 0 |
| DISSATISFIED | 15 | 13 | 29 | 33 | 10 |
| REENLISTMENT INTENTIONS: | | | | | |
| YES, OR PROBABLY YES NO, OR PROBABLY NO WILL RETIRE | 58 | 67 | 71 | 100 | 60 |
| | 31 | 20 | 29 | 0 | 10 |
| | 11 | 13 | 0 | 0 | 30 |

TABLE 45 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

| | Support Cluster (GP519) (N=12) | Training Cluster (GP448) (N=9) | Tech School Instructor Job (GP463) (N=11) | Mobility NCO Job (GP516) (N=5) | Supervisor/ Manager Cluster (GP478) (N=29) |
|--|--------------------------------|--------------------------------|---|--------------------------------|--|
| EXPRESSED JOB INTEREST: | | | | | |
| INTERESTING | 58 | 78 | 73 | 100 | 72 |
| SO-SO | 25 | 22 | 18 | 0 | 14 |
| DULL | 17 | 0 | 9 | 0 | 14 |
| PERCEIVED UTILIZATION OF TALENTS: | | | | | |
| FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL | 83 17 | 89 11 | 100 0 | 100 0 | 93 7 |
| PERCEIVED UTILIZATION OF TRAINING: | | | | | |
| FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL | 67 33 | 89 11 | 91 9 | 100 0 | 90 10 |
| SENSE OF ACCOMPLISHMENT GAINED FROM WORK: | | | | | |
| SATISFIED | 58 | 67 | 55 | 100 | 90 |
| NEUTRAL | 25 | 11 | 27 | 0 | 3 |
| DISSATISFIED | 17 | 22 | 18 | 0 | 7 |
| REENLISTMENT INTENTIONS: | | | | | |
| YES, OR PROBABLY YES | 42 | 67 | 73 | 60 | 45 |
| NO, OR PROBABLY NO | 16 | 22 | 27 | 0 | 7 |
| WILL RETIRE | 42 | 11 | 0 | 40 | 48 |

TABLE 46

**TOP FACTORS INFLUENCING SEPARATION FOR AFSC 2A3X3J PERSONNEL
(PERCENT MEMBERS RESPONDING)**

| SEPARATION FACTORS | All AD Members (Sorted) (N=247) | A-10/U-2 1-48 Mos TAFMS (N=35) | 49-96 Months TAFMS (N=41) | 97+ Months TAFMS (N=183) |
|---|--|---|------------------------------------|-----------------------------------|
| Disparity of pay- civilian & military | 18 | 49 | 44 | 8 |
| Inadequate pay or allowances | 17 | 46 | 51 | 7 |
| Politics of leadership | 16 | 29 | 46 | 7 |
| Lack of or inadequate recognition of effort | 15 | 31 | 34 | 8 |
| Effect of downsizing within military | 15 | 37 | 41 | 7 |
| Long duty days | 14 | 34 | 29 | 8 |
| Lack of educational opportunities due to mission requirements | 13 | 31 | 27 | 8 |
| Lack of or inadequate SRBs | 13 | 31 | 37 | 6 |
| Decline of retirement benefits | 13 | 37 | 27 | 7 |
| High number of deployments / exercises | 12 | 14 | 29 | 8 |
| Lack of say in assignment process | 12 | 31 | 32 | 6 |
| Poor availability of assignments | 12 | 26 | 29 | 7 |
| Excessive family separation | 12 | 14 | 27 | 8 |
| Undesirable assignment locations | 12 | 20 | 34 | 5 |
| Disparity of pay- officer & enlisted | 11 | 31 | 29 | 5 |
| Lack of leadership at unit level | 11 | 17 | 24 | 6 |
| High number of days deployed / exercises | 11 | 14 | 29 | 7 |
| Poor esprit de corps | 11 | 20 | 24 | 7 |
| Poor quality of health care | 11 | 26 | 20 | 6 |
| Poor availability of medical care | 10 | 20 | 15 | 7 |
| Poor quality of senior AF leadership | 10 | 23 | 24 | 4 |
| Nonstandard work schedule | 10 | 17 | 27 | 5 |
| Inadequate decision making opportunities | 9 | 26 | 27 | 4 |
| Excessive additional duties | 9 | 20 | 17 | 7 |

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by the members of this career ladder. Personnel appear to progress through the career ladder typically in the AD components. ANG and AFRC members keep a more technical focus through the 5- and 7-skill levels than their AD counterparts.

Training personnel should review career ladder training documents as there are a number of STS and POI discrepancies with percent member performing data. Training personnel should also review the unmatched task listings and consider possible STS or POI inclusion of those tasks performed by a high percentage of personnel.

Job satisfaction is comparable or better than other Logistics mission grouped career fields. Potential problems appear from the first- and second-enlistment group reenlistment intention ratings which are relatively low. Career field leaders should address the retention issue in order to prevent future manning problems. ANG and AFRC members appeared relatively satisfied with their jobs.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS

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TABLE A1
CORE CREW CHIEF JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=150) |
|--|---|
| E0354 Inspect rudders | 99 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 98 |
| C0255 Inspect landing gear shock struts | 98 |
| A0021 Inspect areas for foreign object damage (FOD) | 97 |
| E0356 Inspect trailing edge flaps | 97 |
| B0175 Perform brake operator or wing, tail, or chalk walker operations | 97 |
| B0185 Perform tow vehicle operations | 97 |
| C0247 Inspect aircraft tires | 97 |
| A0013 Identify fuel, oil, air, or hydraulic leaks | 97 |
| B0169 Perform aircraft preflight inspections | 96 |
| B0157 Marshal aircraft | 96 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 96 |
| B0168 Perform aircraft postflight inspections | 95 |
| B0183 Perform safe-for-maintenance inspections | 95 |
| E0350 Inspect flight control components | 95 |
| E0357 Inspect vertical stab leading edges | 95 |
| A0043 Open or close hinged doors | 95 |
| A0019 Inspect aircraft windows, windscreens, aft transparencies, or canopy systems | 95 |
| C0257 Inspect landing gear up-lock mechanisms | 94 |
| B0173 Perform aircraft thruflight inspections | 93 |
| C0248 Inspect aircraft wheel assemblies | 93 |
| A0028 Inspect engine inlets, engine inlet grids, or expansion rings | 92 |
| B0186 Perform walk-around inspections | 91 |
| A0027 Inspect engine exhaust sections or exhaust section components | 91 |
| B0234 Supervise towing operations | 91 |
| B0165 Perform aircraft launch checklist procedures | 90 |
| E0355 Inspect stabilizers | 88 |

Average Number of Tasks Performed - 316

TABLE A2
REPAIR AND RECLAMATION JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=24) |
|--|--|
| E0384 Remove or install elevators | 100 |
| E0358 Measure flight control surface travel | 96 |
| A0068 Remove or install aircraft hardware, such as screws or fasteners | 96 |
| E0364 Operationally check flight control trim systems | 96 |
| E0360 Operationally check aileron, flaperon, or elevon systems | 96 |
| E0377 Perform maintenance flight control checks | 96 |
| E0431 Rig flight control cables, cable components, or rods | 96 |
| E0350 Inspect flight control components | 96 |
| E0434 Rig pitch trim systems | 96 |
| E0441 Rig speed brakes, decelerons, or related control mechanisms | 96 |
| E0426 Rig ailerons or aileron control mechanisms | 96 |
| E0363 Operationally check flight control cables, cable components, or rods | 92 |
| E0391 Remove or install flight control cables, cable components, or rods | 92 |
| E0436 Rig roll trim systems | 92 |
| E0438 Rig rudders or rudder control mechanisms, other than breakout assemblies | 92 |
| E0428 Rig elevator control mechanisms | 92 |
| E0376 Perform flight control freeplay checks | 92 |
| E0369 Operationally check speed brakes or decelerons | 92 |
| E0354 Inspect rudders | 92 |
| A0050 Operationally check aircraft canopy systems | 92 |
| E0412 Remove or install speed brakes or decelerons | 92 |
| E0411 Remove or install speed brake or deceleron components | 92 |
| E0459 Troubleshoot trim systems, such as pitch, roll, or yaw trim systems | 92 |
| E0392 Remove or install flight control disconnectors | 88 |
| B0167 Perform aircraft phase inspections | 88 |
| E0359 Measure force feel of control sticks | 79 |
| C0249 Inspect aircraft wheel bearings | 79 |

Average Number of Tasks Performed - 177

TABLE A3
TRANSIENT ALERT JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=8) |
|--|---|
| B0157 Marshal aircraft | 100 |
| B0182 Perform powered AGE pre-use inspections | 100 |
| B0145 Fuel aircraft using single-point methods | 100 |
| B0128 Apply or remove aircraft external direct current (DC) electrical power | 100 |
| B0216 Service engine oil servicing carts | 100 |
| B0127 Apply or remove aircraft external bleed-air | 100 |
| B0185 Perform tow vehicle operations | 100 |
| B0206 Service aircraft with LOX | 100 |
| B0165 Perform aircraft launch checklist procedures | 88 |
| B0181 Perform nonpowered AGE pre-use inspections | 88 |
| B0231 Supervise fueling operations, other than hot-refueling | 88 |
| B0126 Apply or remove aircraft external alternating current (AC) electrical power | 88 |
| B0183 Perform safe-for-maintenance inspections | 88 |
| C0247 Inspect aircraft tires | 88 |
| G0504 Collect joint oil analysis program (JOAP) samples for analyses | 88 |
| O0852 Inventory equipment, tools, parts, or supplies | 88 |
| G0508 Coordinate JOAP records with appropriate agencies | 88 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 88 |
| B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices | 88 |
| B0178 Perform hot brake checks | 88 |
| B0158 Moor aircraft | 88 |
| B0217 Service engine oil systems | 88 |
| B0188 Position portable lighting equipment | 88 |
| B0171 Perform aircraft recovery checklist procedures | 75 |
| M0792 Conduct on-the-job training (OJT) | 75 |
| L0742 Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies | 63 |
| A0009 Debrief flight crews | 50 |

Average Number of Tasks Performed - 105

TABLE A4
MAINTENANCE COORDINATOR JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=5) |
|--|---|
| J0682 Retrieve CAMS listings or reports | 100 |
| J0680 Maintain records in CAMS | 80 |
| J0673 Correct CAMS errors noted during daily verification process | 60 |
| J0686 Track equipment maintenance discrepancies in CAMS | 60 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 60 |
| J0690 Verify accuracy of CAMS daily inputs | 60 |
| O0840 Coordinate maintenance of equipment with appropriate agencies | 40 |
| J0684 Review preventive maintenance schedules | 40 |
| L0731 Adjust daily maintenance plans to meet operation commitments | 40 |
| J0676 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 40 |
| L0779 Review flight schedules | 40 |
| K0708 Inspect mobility bags or kits | 40 |
| N0833 Review TO changes | 40 |
| L0786 Write recommendations for awards or decorations | 40 |
| L0747 Determine or establish work assignments or priorities | 40 |
| M0792 Conduct on-the-job training (OJT) | 40 |
| N0814 Complete accident or incident reports | 20 |
| A0009 Debrief flight crews | 20 |
| O0856 Maintain documentation on items requiring periodic inspections or calibrations | 20 |
| J0675 Generate CAMS uncompleted maintenance event listings | 20 |
| J0674 Generate Air Force technical order (AFTO) Forms 781-Series | 20 |
| L0732 Analyze workload requirements | 20 |
| L0773 Interpret policies, directives, or procedures for subordinates | 20 |
| M0797 Determine training requirements | 20 |
| A0037 Maintain facilities | 20 |
| L0785 Write or indorse military performance reports | 20 |

Average Number of Tasks Performed - 15

TABLE A5
QUALITY ASSURANCE JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=12) |
|--|--|
| A0021 Inspect areas for foreign object damage (FOD) | 100 |
| C0254 Inspect landing gear hydraulic system components | 100 |
| C0247 Inspect aircraft tires | 100 |
| C0248 Inspect aircraft wheel assemblies | 100 |
| C0250 Inspect landing gear braces, drag pins, or bushings | 100 |
| C0255 Inspect landing gear shock struts | 100 |
| C0251 Inspect landing gear door mechanisms or linkages | 100 |
| C0257 Inspect landing gear up-lock mechanisms | 100 |
| C0259 Inspect nosewheel or tailwheel steering systems | 100 |
| E0355 Inspect stabilizers | 92 |
| E0356 Inspect trailing edge flaps | 92 |
| E0357 Inspect vertical stab leading edges | 92 |
| E0354 Inspect rudders | 92 |
| E0353 Inspect pitot tubes | 92 |
| E0350 Inspect flight control components | 92 |
| A0019 Inspect aircraft windows, windscreens, aft transparencies, or canopy systems | 92 |
| C0256 Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms | 92 |
| C0253 Inspect landing gear electrical system components | 92 |
| A0027 Inspect engine exhaust sections or exhaust section components | 92 |
| G0532 Inspect inlet extensions | 92 |
| A0028 Inspect engine inlets, engine inlet grids, or expansion rings | 92 |
| N0823 Evaluate aircraft inspection workcards | 83 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 83 |
| F0465 Inspect aircraft hydraulic power systems, other than landing gear hydraulic system components | 83 |
| L0738 Conduct self-inspections or self-assessments | 83 |
| A0029 Inspect fairings | 83 |
| A0015 Inspect access or stress panels or mission bay hatches | 83 |
| N0833 Review TO changes | 75 |

Average Number of Tasks Performed - 135

TABLE A6
SUPPORT CLUSTER

| TASKS | PERCENT MEMBERS PERFORMING (N=12) |
|--|--|
| O0862 Maintain tool cribs | 83 |
| L0762 Establish procedures for accountability of equipment, tools, parts, or supplies | 83 |
| O0852 Inventory equipment, tools, parts, or supplies | 75 |
| A0039 Maintain initial HAZMAT accumulation points | 75 |
| A0010 Dispose of liquid hazardous waste | 75 |
| A0037 Maintain facilities | 67 |
| L0759 Ensure compliance of HAZMAT programs | 67 |
| A0011 Dispose of solid hazardous waste | 67 |
| B0162 Pack or unpack support equipment | 58 |
| A0038 Maintain hazardous spill response trailers or kits | 58 |
| O0858 Maintain equipment control listings (ECLs) | 58 |
| K0713 Pack or palletize mobility or contingency equipment for shipment or movement | 58 |
| O0865 Pick up, deliver, or store equipment, tools, parts, or supplies | 58 |
| A0008 Coordinate HAZMAT procedures with appropriate agencies | 58 |
| O0853 Issue or log turn-ins of equipment, tools, parts, or supplies | 50 |
| O0861 Maintain property custodian authorization/custody receipt listings (CA/CRLs) | 50 |
| L0751 Develop or establish work methods or procedures | 50 |
| B0184 Perform support equipment minor repairs | 50 |
| A0119 Store material safety data sheet (MSDS) items | 50 |
| L0772 Inspect personnel for compliance with military standards | 50 |
| L0738 Conduct self-inspections or self-assessments | 50 |
| A0118 Store hazardous waste | 50 |
| K0709 Inspect packed or palletized mobility or contingency equipment prior to transport | 42 |
| O0872 Schedule or maintain PMEL calibration activities | 42 |
| L0766 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 33 |

Average Number of Tasks Performed - 34

TABLE A7
TRAINING CLUSTER

| TASKS | PERCENT MEMBERS PERFORMING (N=11) |
|--|--|
| M0796 Counsel trainees on training progress | 100 |
| B0234 Supervise towing operations | 100 |
| C0247 Inspect aircraft tires | 100 |
| M0807 Maintain training records or files | 91 |
| M0804 Evaluate progress of trainees | 91 |
| M0792 Conduct on-the-job training (OJT) | 91 |
| L0772 Inspect personnel for compliance with military standards | 91 |
| A0021 Inspect areas for foreign object damage (FOD) | 91 |
| B0183 Perform safe-for-maintenance inspections | 91 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 82 |
| L0747 Determine or establish work assignments or priorities | 82 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 82 |
| M0797 Determine training requirements | 82 |
| J0682 Retrieve CAMS listings or reports | 82 |
| L0751 Develop or establish work methods or procedures | 82 |
| L0761 Establish performance standards for subordinates | 82 |
| J0676 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 82 |
| J0681 Perform CAMS training status inquiries | 82 |
| B0231 Supervise fueling operations, other than hot-refueling | 82 |
| L0752 Develop or establish work schedules | 73 |
| L0786 Write recommendations for awards or decorations | 73 |
| L0741 Conduct supervisory performance feedback sessions | 73 |
| L0740 Conduct supervisory orientations for newly assigned personnel | 73 |
| L0785 Write or indorse military performance reports | 64 |
| J0690 Verify accuracy of CAMS daily inputs | 64 |
| L0734 Assign personnel to work areas or duty positions | 64 |
| M0794 Conduct training certifications | 64 |
| M0801 Develop or procure training materials or aids | 64 |

Average Number of Tasks Performed - 180

TABLE A8
TECHNICAL SCHOOL INSTRUCTOR JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=11) |
|--|--|
| M0791 Conduct formal course classroom training | 100 |
| M0808 Personalize lesson plans | 100 |
| M0804 Evaluate progress of trainees | 91 |
| M0796 Counsel trainees on training progress | 82 |
| M0798 Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs) | 73 |
| M0789 Administer or score tests | 73 |
| L0772 Inspect personnel for compliance with military standards | 64 |
| M0801 Develop or procure training materials or aids | 64 |
| M0807 Maintain training records or files | 64 |
| L0744 Counsel subordinates concerning personal matters | 64 |
| M0794 Conduct training certifications | 55 |
| M0800 Develop written tests | 55 |
| B0126 Apply or remove aircraft external alternating current (AC) electrical power | 55 |
| M0806 Inspect training materials or aids for operation or suitability | 45 |
| A0037 Maintain facilities | 45 |
| M0803 Evaluate effectiveness of training programs, plans, or procedures | 45 |
| M0793 Conduct remedial study classes | 45 |
| M0797 Determine training requirements | 36 |
| M0802 Establish or maintain study reference files | 36 |
| M0799 Develop training programs, plans, or procedures | 36 |
| J0676 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 36 |
| L0768 Evaluate personnel for compliance with performance standards | 27 |
| M0792 Conduct on-the-job training (OJT) | 27 |
| N0833 Review TO changes | 27 |
| L0761 Establish performance standards for subordinates | 18 |
| L0773 Interpret policies, directives, or procedures for subordinates | 18 |

Average Number of Tasks Performed - 46

TABLE A9
MOBILITY NCO JOB

| TASKS | PERCENT MEMBERS PERFORMING (N=5) |
|--|---|
| K0698 Coordinate mobility or contingency requirements with appropriate agencies | 100 |
| N0815 Coordinate obtaining TDY orders, passports, or visas with appropriate agencies | 100 |
| L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes | 100 |
| K0715 Participate in mobility exercise planning meetings | 100 |
| K0691 Assign personnel to mobility or contingency positions | 100 |
| L0780 Review mobility, contingency, disaster preparedness, or unit emergency or alert plans | 100 |
| K0692 Brief deploying personnel | 100 |
| L0750 Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans | 80 |
| K0696 Coordinate deployment of personnel with other major commands (MAJCOMs) or joint service commands | 80 |
| K0693 Conduct contingency operation/mobility planning and execution system (COMPES) programs | 80 |
| K0699 Coordinate specific source of personnel requirements with appropriate agencies | 80 |
| K0701 Determine specific source of personnel requirements for deployment manning documents | 80 |
| K0712 Maintain or update contingency or mobility plans | 80 |
| L0786 Write recommendations for awards or decorations | 80 |
| K0724 Perform plans file and mobility file matches | 60 |
| N0817 Draft inputs for status of resources and training (SORTS) program | 60 |
| K0727 Request or distribute mobility requirements documents | 60 |
| N0828 Maintain or update status indicators, such as boards, graphs, or charts | 60 |
| L0757 Draft host-tenant or interservice agreements | 60 |
| L0758 Draft supplements or changes to directives, such as policy directives, instructions, or manuals | 60 |
| N0826 Initiate or maintain standby rosters or workcenter pyramid recall rosters | 40 |

Average Number of Tasks Performed - 58

TABLE A10
SUPERVISOR/MANAGER CLUSTER

| TASKS | PERCENT MEMBERS PERFORMING (N=34) |
|---|--|
| L0747 Determine or establish work assignments or priorities | 94 |
| L0741 Conduct supervisory performance feedback sessions | 88 |
| L0744 Counsel subordinates concerning personal matters | 88 |
| L0785 Write or indorse military performance reports | 85 |
| L0786 Write recommendations for awards or decorations | 85 |
| L0772 Inspect personnel for compliance with military standards | 85 |
| L0773 Interpret policies, directives, or procedures for subordinates | 85 |
| L0761 Establish performance standards for subordinates | 82 |
| L0768 Evaluate personnel for compliance with performance standards | 79 |
| L0740 Conduct supervisory orientations for newly assigned personnel | 74 |
| L0752 Develop or establish work schedules | 71 |
| L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 71 |
| L0769 Evaluate personnel for promotion, demotion, reclassification, or special awards | 71 |
| L0746 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 68 |
| M0807 Maintain training records or files | 68 |
| L0732 Analyze workload requirements | 65 |
| L0731 Adjust daily maintenance plans to meet operation commitments | 62 |
| L0743 Coordinate aircraft maintenance with maintenance control or other agencies | 59 |
| J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 56 |
| L0734 Assign personnel to work areas or duty positions | 56 |
| L0742 Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies | 50 |

Average Number of Tasks Performed - 68